Being a Leader without Being in Charge

Laurie Sutch, University of Michigan

Agenda

• What is leadership?
  – The nature of leadership
  – Contextual environment
  – Purpose of your team
• Developing leadership skills
• Employing those skills in a team setting

What is Leadership?

DO

KNOW

BE

What is Leadership?

(The nature of leadership)

BE

KNOW

DO

• Values
  – Loyalty
  – Honor
  – Respect
  – Personal Courage
• Attributes
  – Self discipline
  – Professionalism
  – Balance

• Interpersonal
  – People skills
• Conceptual
  – Handling ideas
• Technical
  – Job related abilities
  – Work flow
  – Processes

• Actions
  – Influence
  – Execution
  – Improvement

What is Leadership?

(The nature of your environment?)

• Contextual environmental analysis
  – Environments vary
  – Culture and style of the organization
  – What are your circumstances?
• Contextual team analysis
  – Is it long term, or for a finite purpose?
  – What is the context of the team’s charge?
  – What dynamics are developing on the team?
Developing Your Leadership Skills

- Model Your Ideals
- Watch Those Around You
  - Character
  - People skills
  - Technical competence/ conceptual skill
  - Track record/ judgment
- Put Yourself in Leadership Positions
- Read!

Being a Leader without Being in Charge

- Voice your opinion
  - Personal courage, integrity, communication
- Help provide compromise (in the group)
  - Respect, assessment, interpersonal
- Bring up undiscussibles (in **private**)
  - Respect, loyalty, integrity, interpersonal, motivation
- Take charge of the small tasks - and get them done!
  - Duty, technical skill, conceptual skill, execution
- Don’t take over!!
  - Loyalty, respect, development

Summary

- The Nature of Leadership
- Your Skills
  - What you have
  - What you want to work on
- Employing Leadership Skills in a Team Setting

Selected Bibliography


Contact Information

Laurie Sutch, University of Michigan
lasutch@umich.edu