

Conflict and Team Building Training: The Ellison Model Leadership Training

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What this Training Does

- This training provides the trainees with leadership skills
 - It teaches a new approach to resolve conflict
 - Trainees are taught wisdom to deal with work related problems and how to deal with those they supervise as well as those they reports to, thus enhancing productivity
 - It places the trainees in a relax environment to draw from them solutions to work related problems.
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Our Expectations

- We expect the trainees to demonstrate leadership knowledge,
- how to resolve conflict, first within yourself, and then in others
- and finally, how to apply wisdom to get the best out of those you supervise as well as agreement from your supervisors by the end of this training.



Caring

Loving

**Principles
of
The Ellison
Model**

Honor

Sharing

Respect

Trust

"A Culture or Way of Life"

Developing Participants

- This mentoring model seeks to develop participants into more effective supervisors by helping them to see alternative approaches to management.
 - For example, many view their organizations from the top down—a view held by people who sometime feel superior to others.

Others view their organizations from the bottom up—a view associated with people who are sometime marginalized by the organization. Regardless of the view point, the goal of the training is to prepare the supervisor to take on greater responsibility within their organization, to set a right example for others to follow—in a word to become a mentor.
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Management Status Quo

The conventional approach to management is based on a top down approach modeled after the following types of relationships:

Parent-Child

Teacher-
Student

Master-
Servant



The Top-Down Approach



- The top-down approach assumes that managers are full of wisdom that is emptied into those under their authority.
- In a set number of years, the subordinate is expected to demonstrate that wisdom in the crucible of the world of work.

The Ellison Executive Mentoring Inclusive Community Building Model

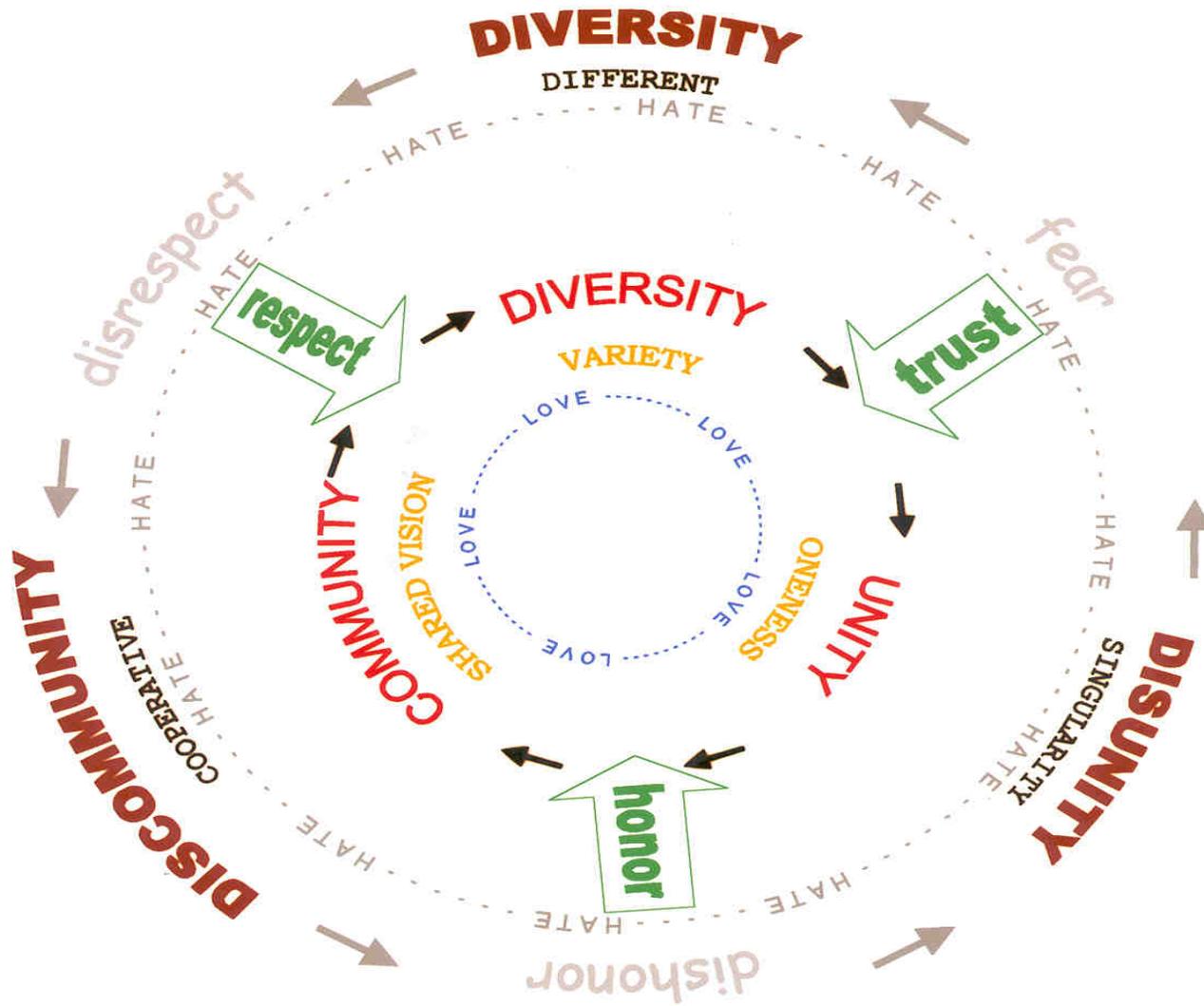
- Taps the reservoir of under used subordinates' talent by connecting them with professional mentors experienced in their fields.
 - ICB mentors assist them to become better managers by instilling in them a set of values that affirm their worth.
 - The mentor serves as a role modeler and a teacher.
 - As a role modeler, the mentor lives the life he or she wishes other to live. They are not like those who tell their children that it's wrong to lie only to excuse their lies when it is convenient. We like to think of the mentor as a guide.
 - As a teacher, the mentor builds right character in the hearts of those he instructs. His prodigy verifies him to be a teacher by exhibiting the caring, sharing and loving values in his or her daily life.
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ICB Model is a Holistic, Economic and Efficient Method of Delivering Services

- **Holistic in that it involves a community of people acting in concert to perform organizational tasks.**
 - For example, in a family with father, mother and teenage children, home tasks become a family project with each person sharing in the responsibility so as not to overload anyone person.
 - Teaches unity of purpose, sharing of ideas and it is inclusive in its outlook. By unity of purpose is meant that all that comprise the unit have a singleness of purpose. The mother, for example, does not work against the father in vying for the children's affection, but instead works together with the father to foster cohesion in the family.
 - The same principles needed for wholesome development are require in business or government.

BUILDING THE INCLUSIVE COMMUNITY

The Discommunity, Definitions, Motivations and Values of Each



Leaders and Leadership

A distinction is made between leaders and leadership. A leader may be a person in a position of authority having the right to make decisions for others such as a teacher in the classroom or a foreman on a job

From their position, they influence others who look to them for clues or seek to emulate them

Leadership is not confined to a position within the organization but comes from anyone who is able to influence others within the organization



Styles of Leadership

- It is generally acknowledged that leadership qualities are intimately linked to personalities—which in turn are the products of upbringing plus inheritance traits
 - Autocratic leaders range from demagogues, dictators, and coercive administrators to people who stand firm in their convictions
 - Democratic leaders seek inputs from followers and are usually well liked
 - Laissez-Faire leader is in a fog, incompetent, fearful or making decision and shirking responsibilities
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Types of Leadership

- **Visionary Leadership**
- Focuses on a dream to bring about some future project (M L K dream)
- **Transactional Leadership**
- Focuses on the immediate situation and some specific leadership action to get the job done as easily and quickly as possible through contingent reward for goals achievement
- **Transformational Leadership**
- It's about believes in certain attitudes, values, and ultimately, behaviors that will help keep a group in a work mode that motivates and supports necessary or ongoing change

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