

Leadership With Emphasis On Men Influence

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BTC

Building Inclusive Community in BTC for positive Influence

- Webster defines influence as:
 - a) The act or power of producing an effect without apparent exertion of force or direct exercise of command
 - b) An emanation of spiritual or moral force

Objectives

- To motivate participants in transposing inclusive community values and concepts into positive work-related practice and to apply such concepts to personal life issues
- To foster unity between managers, supervisors and line staff
- To promote teamwork and positive influence by leading by example
- Each one, must influence one

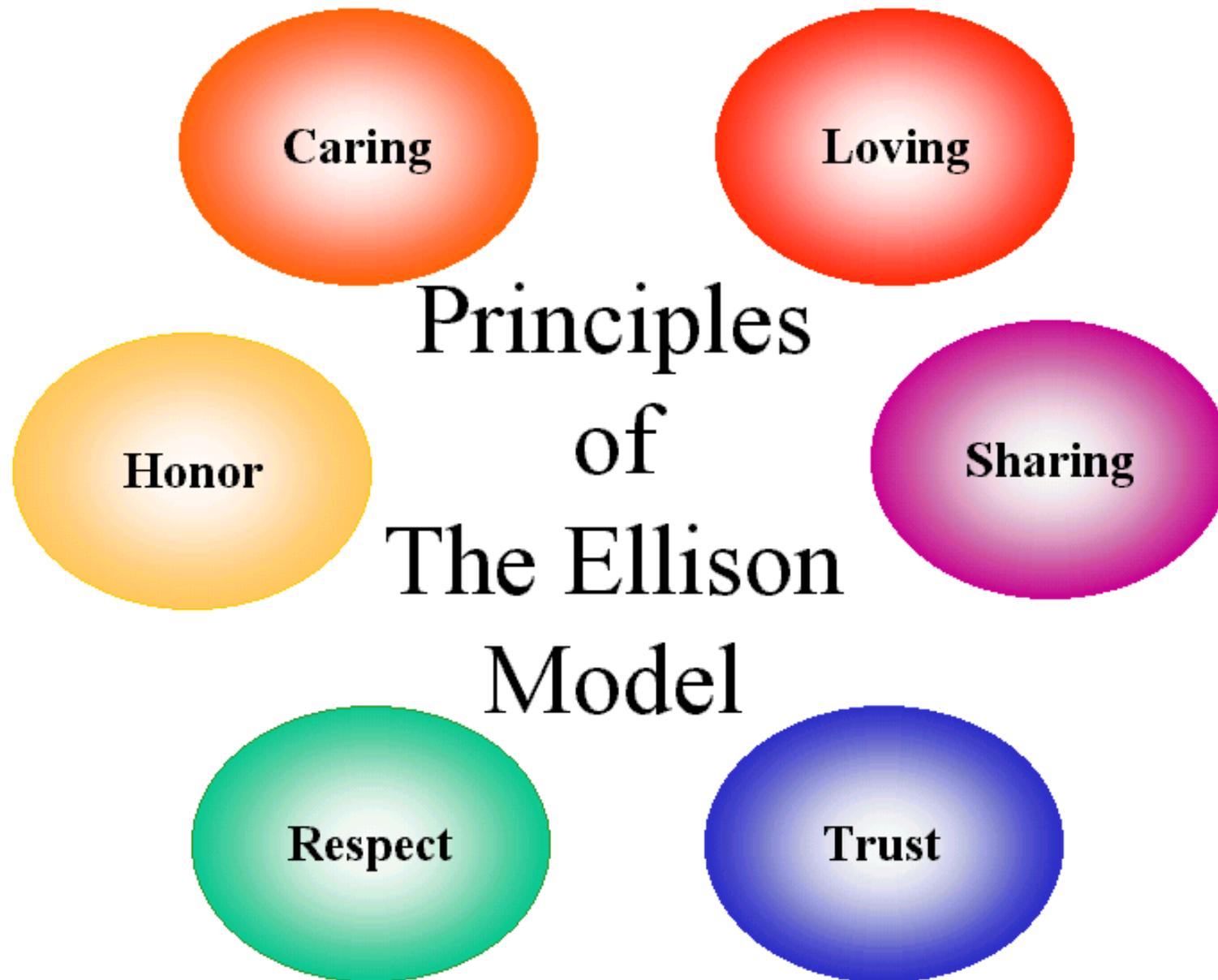
The Ellison Model

Developed in the mid 1990's by Deryl G. Hunt

Dubbed The Ellison Model in honour of Dr. Helen Ellison the Associate Vice President of Student Affairs at Florida International University

Inspired by Dr. Ellison's skillful approach towards establishing a harmonious environment of diverse individuals, whose personal goals were often conflicting for the professional environment needed to foster sensitivity and productivity in the work place

The most meaningful leadership traits

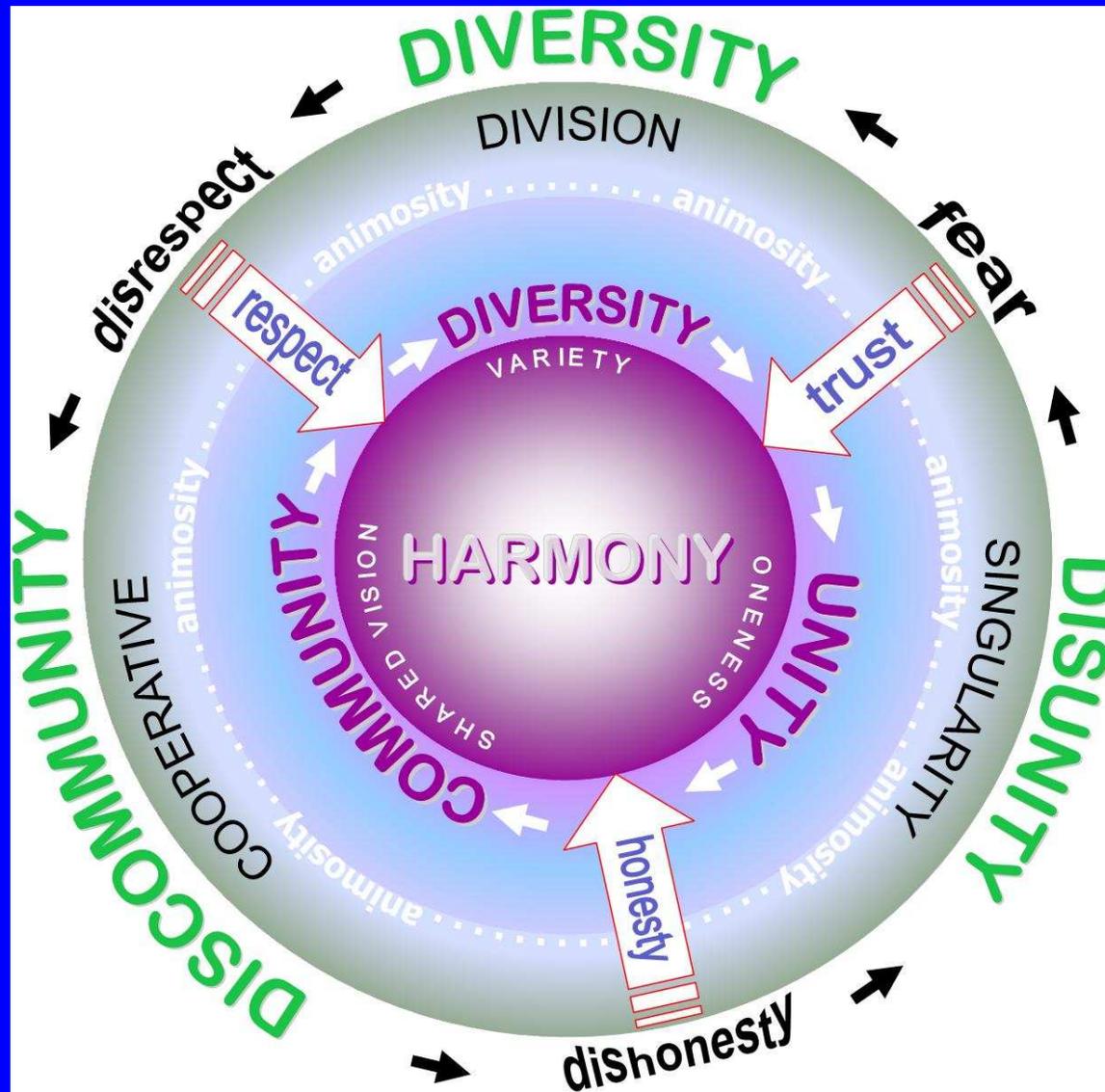


"A Culture or Way of Life"

The Ellison Model Techniques

- Starts with a teaching experience and ends with a learning experience
- Ineffectual, shallow and effectual
- Information, Knowledge and wisdom
- Diversity, unity and community
- Body, soul and spirit
- Carnal, emotional and spiritual
- Content, process and product
- Community moment, teachable second and sustainable teachable second

ICB Community Diagram- Advanced Leadership Model



The Ellison Model is a holistic and efficient method of delivering services

- The model is holistic in that it involves a community of people acting in concert to perform organizational task.
- The model stresses economy of scale. It expands output by involving partners in the work; thus , reducing the cost to any entity.
- The model is efficient in that it is simple to use and can be applied by a large range of organizations.
- It is product oriented. Evaluation is based on whether the project objectives are accomplished via the team approach.
- Finally, it teaches community development. Community development is caring, sharing and loving. When people successfully work together in the right spirit to complete a project, they show forth a community building effort.

Good reasons to adopt the Ellison Model

1. The Ellison Model is founded upon the blocks of caring, sharing, loving, respect, trust and honor.
2. Based on The Ellison Model, (everyone is perceived as a leader. There are no big I's and little you's) This premise that everyone is a leader generates a sense of empowerment among those involved. Note: the sense of leadership directly impacts the sense of empowerment, which directly the sense of ownership, which directly impacts the level of commitment. If you want commitment, make everyone feel like a leader.
3. The Ellison Model supports continual professional growth and provides professional training to its executors
4. The Ellison Model reflects an infinitely expandable community, which embraces people of all cultures

Progressive Leadership

- The increasing ability of a leader to expand his or her influence.
- As a leader grows in ability, the leader's influence should grow as well.
- If the leader wants to maximize his potential and his influence the process must be deliberate.

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

Five Levels of Influence

- (John Maxwell and Jim Collins)
- 1 Learning
- 2 Performing
- 3 Leading
- 4 Developing Leaders
- 5 Developing Developers of Leaders

ABCD' s of Character/Influence Building

- Attitude
- Behavior
- Communication
- Discipline