

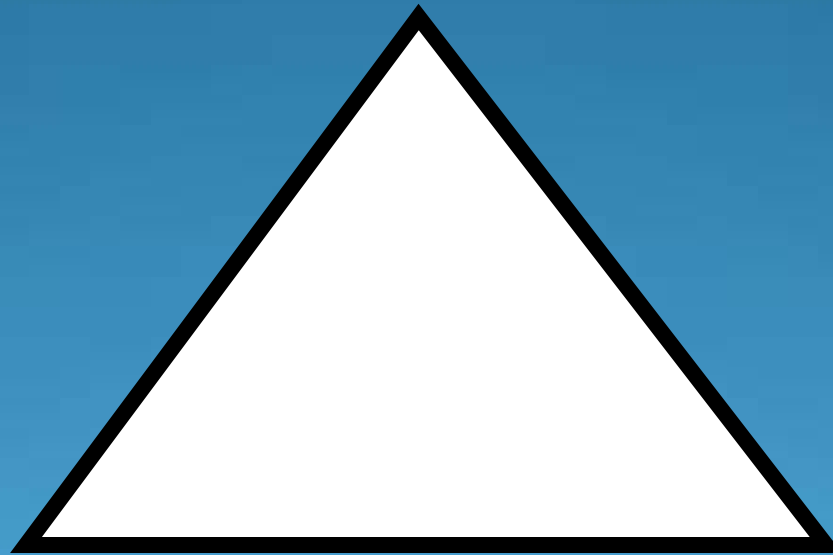
NHRMA 2010

Conference & Trade Show

Leading Inclusive Teams from Diverse Perspectives

P - I - O Model

PERSONAL



INTERPERSONAL

ORGANIZATIONAL

Objectives

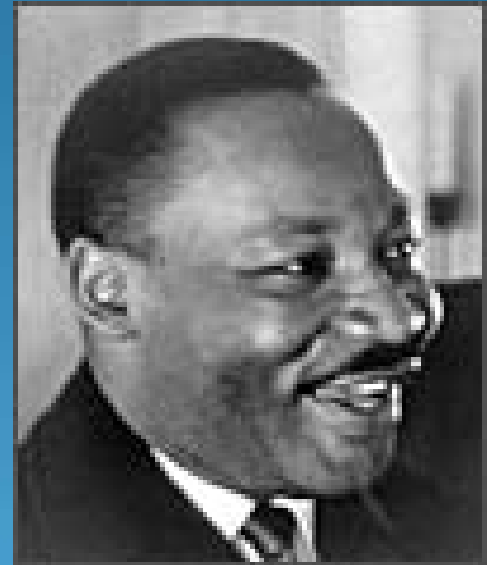
- Identify the distinction between manager and leader
- Become familiar with how to provide leadership skills to a culturally diverse workforce
- Increase their skills to manage and lead the twenty-first century employee
- Explore methods to assist employees to work together as an effective team, unit, department and organization

Interpersonal Agreements

- Suspend judgment
- Speak in “I” statements
- Allow all voices to be heard
- Protect confidentiality
- Have fun
- Silence cell phones
- No e-mails, texts or social networking during session

Definition of a Leader

Someone who has
the ability
to influence others



Steve Hanamura

Film Debrief

- Describe your reactions to the film
- In what way did you see leadership evidence itself throughout the race?
- How well did the team work through individual and team breakdowns?

The Distinction Between Leaders and Managers

Leaders

- Do right things
- Are effective
- Focus on who you are
- Are process oriented

Managers

- Do things right
- Are efficient
- Focus on what you do
- Are task oriented

Warren Bennis

Definition of Inclusion

- To belong to
- To feel a part of
- Not to be discounted or overlooked

Steve Hanamura

Leadership Roadmap

1. Develop listening skills
2. Develop your “followership” skills
3. Develop a solid plan of preparation
4. See the goal
5. Ownership of yourself as a leader
6. Develop an action plan