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### Final Leadership Paper

Since the moment that the human race appeared on the Earth the idea of leadership has been present. Over the reign of the human race the idea of leadership has adapted and changed into what we know as leadership today. From the time of the caveman to the time of the Roman Empire to the time of the American Revolution to today there have been great leaders that have changed the world that we live in today. Although each of these leaders was alive during a different period of time they all have certain leadership qualities that overlap each other. Although these qualities can be described in many different ways there are five overlying principles that incorporate these qualities into them. Although not aware of the names of these actual principles before taking the Emerging Leader Institute I realized that I had been using these as a leader for many years. These principles include Modeling the Way, Inspiring a Shared Vision, Challenging the Process, Enabling Others to Act, and Encouraging the Heart.

These five principles helped me to determine what my personal definition of leadership is. I feel that leadership is the process of empowering a group to accomplish a goal by showing them how to do it and helping them along the way. By looking at this definition I came up with my leadership philosophy which states that in order to be a great leader you need to be the support structure for the people who work under you so that as a group you can accomplish a common goal and as individuals they will feel good about their accomplishment. AS stated above in order to become a great leader and be a

good support structure you need to Model the Way, Inspire a Shared Vision, Challenge the Process, Enable Others to Act, and Encourage the Heart. Most leaders do not excel at all of these principles but those that do are some of the best leaders in the world. If you strive to develop each of these principles you will grow and develop as a leader.

Imagine walking into a party on an ordinary weekend and seeing a guy, who has definitely had way too much to drink, harassing a girl to do things that she didn't want to do. The week after the party while sitting in class you open the newspaper and a picture of the same guy. After reading the article about him you find out that he is planning on running for student body president. You also discovered that he is running on a platform of women's safety. His actions at the party completely contradict what he is saying so therefore he has lost credibility with you. This is the idea of Modeling the Way.

While being a leader it is imperative that you act the way in which you are asking other people to act. This principle can also be discussed in terms of integrity. The word integrity means that you do things that you feel are right even if it is harder than doing what is wrong. An example of this is that if you tell the truth you will get in trouble but then you will feel good about telling the truth. If you act with integrity then in the long run people will notice that you always did the right thing and therefore they will be more willing to work with you because they think what you are doing is right. But if you do the wrong thing consistently people will notice that you don't do the right thing so they won't want to be involved with you in fear of it hurting their own credibility. Although Modeling the Way seems very complicated it is actually very easy to master with only a little bit of effort.

From my experiences as a leader I have found that in order to get a project accomplished you need to collaborate or work with other people. The way to get to the point of collaboration is by making people want to work with you on your project. This can be done by Inspiring a Shared Vision. There are many aspects of this principle which come into play. The first aspect that is important to have when working on anything is to have passion about the project. If you are passionate about your project then you will be better able to talk about it to other people. So another aspect of Inspiring a Shared Vision is to be able to effectively communicate your project and your goals to other. By being able to communicate you ensure that people will understand what you want to do. If you combine passion and communication together you will find that people are very willing to get involved with what you want to do. When attempting to get people to help you also have to be persistent because with people who you have not established credibility with you have to make sure they know and understand the goal and possible impact of the project. In almost any leadership position you will be forced to rely on other people for help and support as well as give them support. By successfully mastering the principle of Inspiring a Shared Vision you will make this process go a lot smoother.

After Modeling the Way and Inspiring a Shared Vision we should have a good size group to help us with the next step in completing the project. The next step is to Challenge the Process and try to change that way that things are done so that they become more efficient. A good leader is a transformational leader who attempts to fight old habits and really move the group forward. Instead of just doing everything the same way every year they attempt to find a better way to do the same thing. The three aspects that a good leader needs to develop in order to effectively Challenge the Process are

confidence, flexibility, and perseverance. When attempting to make a project that is new become a reality it is important to be persistent and keep trying until you get what you want. By calling many times people will begin to really listen to what you say. Also if you don't get an answer right away keep trying because they might change their mind. Even though it is important to be persistent you also have to be flexible. When working on any project the ability to make changes will really help the project to become a reality. Finally the ability to be confident in what you are saying will protect you against what other people might say. The principle of Challenging the Process consists of doing things that have not yet been tried. This is the hardest principle to master because you have to incorporate many different skills that are used for the other principles.

The final two principles deal with more interpersonal relationships and getting people to work at their highest capabilities. Enabling Others to Act is where the leader works to help the people around them to do a good job. Under this principle the job of the leader is to do things that help the people around them to do what they need to do. The second principle is that of Encouraging the Heart. In this principle a leader helps to motivate their followers by giving them incentives to do a good job. An example of this would be to have an award for the best worker of the year and many other rewards. By doing this people will want to do a good job because they know that their actions will be recognized. Both of these principles are key in building up the support structure for the people you are working with. Without these principles people will not want to work because they don't know what to do and they know that they won't get recognized for their actions.

Throughout my time as a leader I have used all five if these principles to build the support structure for the people that I am working with. The five principles of Modeling the Way, Inspiring a Shared Vision, Challenging the Process, Enabling Others to Act and Encouraging the Heart all gave me insight into the type of leader and am. They also helped me to determine what aspects of my leadership qualities I needed to work on to become an even better leader. In today's world almost every person will hold some position of leadership so it is imperative that everyone take leadership seriously and learn how to be the best leader possible. Ever since the human race first set foot on Earth someone has been considered a leader. By using these five principles it is possible for anyone to become a great leader.