

# Cultivating Leadership with Head and Heart

*Part of the CalSAC Workshop Strand*  
Hearts On, Minds On:  
Activating a Movement

8-Apr-16

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CaISAC Presents:

# Cultivating Leadership with Head and Heart

Facilitators

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# The California School-Age Consortium

**Since 1982**, CalSAC has worked to advance the out-of-school time field through training, leadership development and advocacy.

We accomplish our mission by:

*Fostering **Connections***  
*Enhancing **Competency***  
*Building **Community***

*All to ensure children and youth are fully supported to thrive in their communities!*

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# Welcome

- Choose a quote that reflects your leadership approach
- Share:
  - *Name*
  - *Quote and how it reflects your leadership approach*



# Objectives:

## *Participants will*

- Explore the benefits of cultivating character and social-emotional skills in relation to leadership development.
- Understand how actions differ between managers and leaders.
- Assess their own management and leadership behaviors within their current position.
- Understand an approach to leadership that includes an awareness of social-emotional and character skills.



# Agreements:

- Try on new ideas and perspectives
- Move up/Move back
- Assume positive intent
- “I” Statements
- Confidentiality
- Both/And Thinking
- It’s okay to disagree



# Management and Leadership

Action	Management	Leadership
<b>Concerned with:</b>	<b>Complexity</b>	<b>Change</b>
<i>Creating an Agenda: Deciding What Needs to be Done</i>	Planning and Budgeting	Establishing Direction
<i>Developing Human Network for Achieving the Agenda</i>	Organizing and Staffing	Aligning People
<i>Execution</i>	Controlling and Problem Solving	Motivating and Inspiring
<i>Outcomes</i>	Produces Predictability, Order, and Key Results	Produces Dramatic Change and Useful Change

Source: John P. Kotter, *Forces for Change: How leadership Differs from Management*. Free press, 1990

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# Characteristics of Managers & Leaders

Managers (Do Things Right)	Leaders (Do the Right Thing)
Deal with status-quo	Inspires change
Work <b>in</b> the system	Work <b>on</b> the system
React	Create opportunities
Control risks	Seek opportunities
Enforce organizational rules	Change organizational rules
Seek and then follow direction	Provide a vision to believe in and strategic alignment
Control people by pushing them in the right direction	Motivate people through shared decision making, coaching, feedback, rewards
Coordinate efforts	Inspire achievement, energize people, create networks
Provide instructions	Coach, create, empower self-leaders

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# Management and Leadership



**Management** is more often from logical thought.



**Leadership** is passionate. It comes from one's heart and gut.

# Job Description Discoveries



# Job Description Review

**After identifying management activities and leadership activities...**

- What discoveries do you have about your job?
- What is one thing that stands out to you most about this comparison of management and leadership activities?
- How can you position yourself as a leader? A manager?
- Are there opportunities to increase your leadership activities within your job position?

“Leadership should be neither elitist, nor populist; rather it ought to be democratic, in that each of us stands in public space, without humiliation, to put forward our best visions and views for the sake of public interest.”

-Dr. Cornel West

# What kind of leadership is needed....

- **Individual:** *“Leaders know best”*
- **Instrumental:** *“You are your job function”*
- **Transactional:** *“Focus on tasks”*
- **Control:** *“Do what you’re told”*
- **Dispassionate:** *“Emotions are unprofessional”*

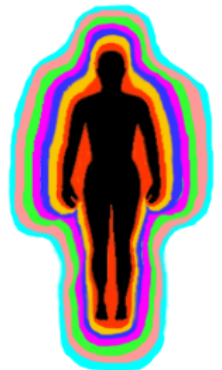
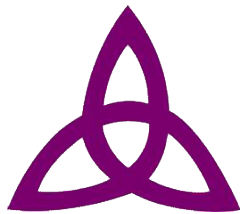
Dominant



# What kind of leadership is needed....



- Restores **humanity**
- **Interrupts** patterns of domination
- Fosters the ability to imagine, envision and create new realities as a **whole person**
- Embraces multiculturalism - leads as a **collective**, as **collaborative**, with **compassion**, and connects to **social context**



## Counter-Dominant



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Counter-Dominant





# Get Involved with CalSAC:

- **Join a Chapter** in your area!
- **Attend CalSAC's Afterschool Challenge** on May 9-10, 2016 @ the State Capitol
- **Apply to be a CalSAC Trainer!**
- **Join us online:**  @calsac  facebook.com/myCalSAC

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# Head, Heart, Feet



- Something you are thinking about



- Something you are feeling

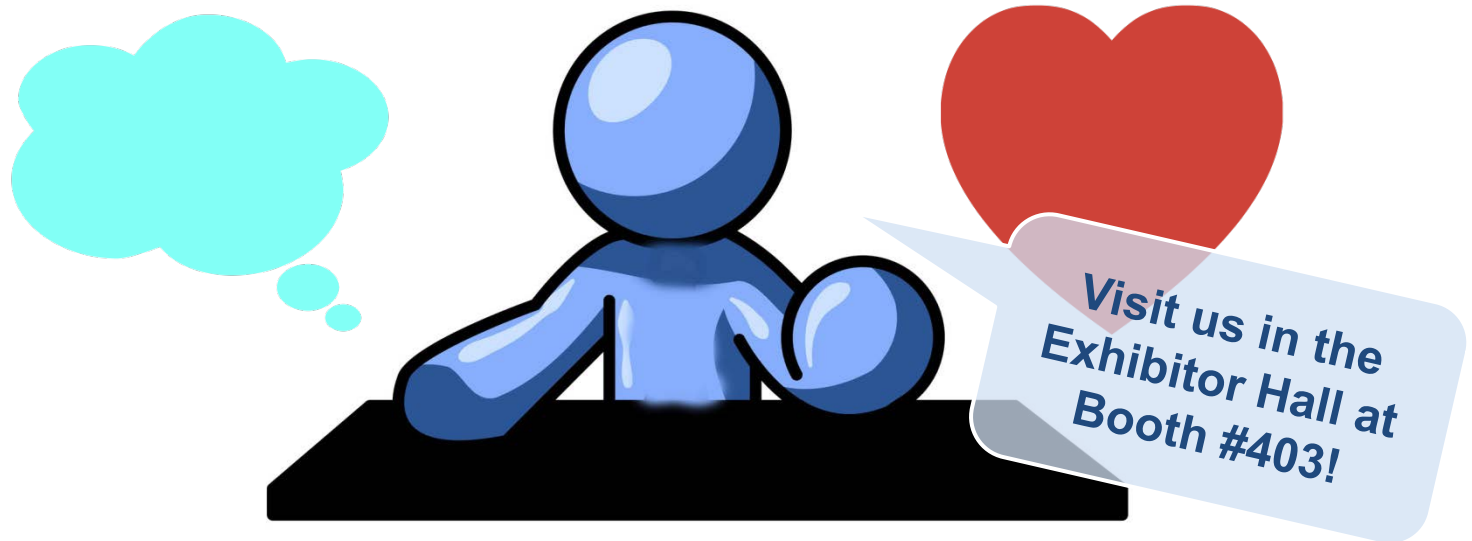


- Something you are walking away with



# Thank You and Evaluations

Please take a few minutes to complete the evaluation for this module. Your feedback is greatly appreciated.



**Thank you for your activating your head  
and heart with us!**