

Participant Insights

Leading is about assuming extensive responsibility of all those who you are involved with and help them become stronger from the engagement.

Understanding the needs of others, their learning and growth needs, and helping them with opportunities for them to realize the learning and growth desired from their needs.

A critical responsibility for leaders is to help others match to the opportunities that support needs for growth so that they are located in their ideal zone of the development

For individuals who are metacognitive, the assessment tools don't reveal too much new insights but affirm what you already know about yourself.

Testing cognition of real self, it is often nice to see yourself through others eyes and assessment instruments are a way of doing this.

When areas of exploration are still being clarified, seeking out new assessment instruments is one way to gain new insights to clarify these areas.

Strategist and believer support strongly creative builder and people mover because they want the vision aligned with their values which helps people to meaningful apply themselves

Example produced yesterday from the Leadership Workshop

Observation: Being a leader is not work but being in the flow because it brings the attention on others and not yourself.

Significance: Finding the opportunities where fit is strong where the people involved are those you care about and want to facilitate, mentor, and coach their growth and development.

Implications: When people are place into their ideal zone of development, their QoL and growth will increase and their productivity and impact increase.

Significance: When everyone is aligned with their groove/growth development area mixture, they are ready to start producing magic and everyone wins, including the organization or community.

Solidify: Leaders who knows individual passion, needs, and values of others can find the right fit for others so they can be in their ideal zone of development within the organization or community and mentoring and self-growth coaching can be more effective.

Expand: Everyone that you recruit and bring in it would be great to get them to share and update three critical factors about themselves – what currently they love and desire to make an important impact in the organization including their values so that you can then align each person to the areas and challenges that match their groove and developmental desires.

Rephrase: Leadership is about providing the challenges that fit a set of critical characteristics of the person: passion, desires, growth plan, and career path so that they can produce growth for themselves as they produce magic for the organization.

Lisa Latham

Step 1: Good Leaders ask for input versus give direction

Step 2: Showing that you matter

Step 3: When people feel that matter they feel more empowered, especially if what say is listened too and is integrated into the thinking

Step 4: When people are empowered, people will go beyond normal efforts to achieve for themselves and the organization what is needed

Step 5: You can empower people by caring, listening, and asking input and then make sure you integrate the valuable aspects of their contribution to the strategy and direction of the organization

Step 6: Before you take action that impacts others, ask them for the input that is needed to advance the action you plan to take if they are not already on board with the action

Step 7: If you want to be an inclusive leader, make sure that in operational planning individuals get their say in the future operations, so what you lay out is something they are excited and engaged because you have integrate their wishes the best you could and thank them for their specific contribution

Step 1: SMART Goals resonated as valuable for what you are currently

Step 2: Gives me a framework, external validation, and means to strengthen my direction by being more effective in defining direction

Step 3: I can become more effective, in more areas, quicker to provide more clear and specific direction for my efforts

Step 4: I can extend this capability not only in my life, but also advance this capability in those I am coaching

Step 5: I will assess over the next 5 weeks everyone of my current efforts with SMART Goals framework to advance the effectiveness of productivity of efforts to understand where people in normal operation struggle with direction so I know where I can coach more effectively SMART Goals

Step 6: Anytime I see effort that productivity can increase, I am going investigate are the SMAERT Goals Smart, and I can coach performance improvement because I can help them to become more productive

Step 7: A consultant who is skilled in elevating goal setting within an enterprise, will be valued for the increase productivity and quality their intervention produces

Step 1: Recruitment of people is essential if they are going to continue to be part of a community

Step 2: Contrary to popular belief, alignment of values, interest, and excitement are not enough

Step 3: Organizations do not grow if recruitment is not part of the fabric of the organization (i.e. sales)

Step 4: For a vision and mission to be realized the organization need people to carry out the strategic effort

Step 5: If you want a thriving, growing, and prosperous organization you must invest in the recruitment process at the same level of any other area of endeavor

Step 6: Everyone in the organization is a recruiter and has systems, processes, and structures to support them in being an effective recruiter for external and internal members of community

Step 7: As a leader of an organization, your first priority is how to recruit the quality of people who share interests, values, and energy to the vision and mission and give them meaningful roles in the organization

Grace Onodipe

Step 1: PE conference is much different from conference that I have ever attended

Step 2: This experience has been much different and important to me personally that I have to decide why I am going to which conference for what purpose

Step 3: Conferences take time and money, thus I need to maximize the value received from conferences if I want to achieve the career outcomes that I desire

Step 4: I must become very selective to which conference fit my agenda to produce the profession development opportunities that support my self-growth journey toward the professional I want to become

Step 5: I must invest in exploring the range of conferences to determine the priority of which conferences support the requirements and criteria I set to support my needs to help the specific development and building credibility so I obtain the professional advancements the support my goals.

Step 6: I need to spend the rest of this conference asking others, especially people like Kathy, what conferences they know that provides opportunities that match the things I like and have valued from this conference like group activities, resource rich, preparation for elevating engagement, time for reflection and elevating learning, and the processing of the new ideas with design intent.

Step 7: I want experience that change me, help me to grow and develop, provide collaborations where I do scholarship and practice to advance my thinking in both my discipline but also my practice as an educator which represents the following selection criteria: 1) participatory; 2) preprocessing of information so discussion and elevation of knowledge is the focus; 3) be able to share my thinking for advancing ideas that I want to write about; 4) time for reflection and questioning that helps leave no stone unturn; and 5) provide opportunity for collaboration on these ideas after the conference.

Step 1: I have a change in personality when I am performing professionally vs. how I choose to engage socially when in informal situations

Step 2: I have purposefully prepare for the social interactions professionally and have not done so for the informal situations.

Step 3: I have more on the line professionally to do something with the dynamics that I do when it is an informal situation.

Step 4: If I want more out of these informal relationships, I must as conscious as I am with my professional relationships and situations as am with these informal relationships and situations

Step 5: My self-concept is a great tool to determine how I want to use social situations whether formal and structure or informal with little structure to maximize my QoL and growth opportunities by preparing and doing some pre-thinking planning for the engagement.

Step 6: Integrating the pre-planning of the moment to the bigger picture of one's growth, self-growth, and life plan how more growth opportunities in the social and affective domains to transform into self-growth opportunities with discipline focus on the desired moments.

Step 7: Social situations in both professional and personal lives are great growth opportunities with potential being self-growth opportunities if these experiences are thought through with the care and preparation that targeted moments currently have illustrated.