**2011 Texas State Leadership Institute Conference**

***Who Am I and***

***Where Am I Going?***

***Values, Vision, and Leadership***

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**What are My Values?**

**Values can be defined as broad preferences concerning appropriate courses of action or outcomes.**

As such, values reflect a person’s sense of right and wrong or what “ought” to be.

* A *personal and/or cultural value* is an [absolute or relative ethical value](http://en.wikipedia.org/wiki/Value_(ethics)#Absolute_and_relative), the assumption of which can be the basis for ethical action.
* A [*value system*](http://en.wikipedia.org/wiki/Value_system) is a set of consistent [values](http://en.wikipedia.org/wiki/Value_(ethics)) and measures.
* A [*principle value*](http://en.wikipedia.org/wiki/Principle_value) is a foundation upon which other values and measures of [integrity](http://en.wikipedia.org/wiki/Integrity) are based.

Those values which are not physiologically determined and normally considered objective, such as a desire to avoid physical pain, seek pleasure, etc., are considered [subjective](http://en.wikipedia.org/wiki/Subjectivity), vary across individuals and cultures and are in many ways aligned with [belief](http://en.wikipedia.org/wiki/Beliefs) and belief systems.

**Types of values include:**

* [ethical](http://en.wikipedia.org/wiki/Ethics)/[moral](http://en.wikipedia.org/wiki/Morality) values,
* [doctrinal](http://en.wikipedia.org/wiki/Doctrine)/[ideological](http://en.wikipedia.org/wiki/Ideology) (religious, political) values,
* [social](http://en.wikipedia.org/wiki/Norm_(sociology)) values, and,
* [aesthetic](http://en.wikipedia.org/wiki/Aesthetics) values.

**You values will influence your attitudes and behavior.**

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1. **What one word defines values to you?**
2. **What one value guides your decision-making?**
3. **Who do you turn to for advice when you have a tough decision to make?**

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**Among the spheres (areas) which your values influence:**

* **Family**
* **Marriage/Divorce**
* **Work/Vocation**
* **Economic Life**
* **Sexuality**
* **War**
* **Religion**
* **Government**
* **Arts**
* **Science**

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Your thoughts, feelings, attitudes, decisions and actions are influenced, to some degree, by everything around you. This includes media, politics, religion, etc., and is especially true of the people who are in your life.

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***All of these affect your choices.***

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While you cannot control what comes at you, you can control how you choose to react.

***Your choices are your responsibility.***

**What Makes an Effective Leader?**

*Leadership is a matter of skills and abilities that are learned.*

It can be defined as *the performance of acts that:*

1. *Enable a group or organization to set and reach its goals,*
2. *Maintain itself in good working order, and*,
3. *Enables a group or organization to adapt to internal and external changes.*

The performance of these acts is called *group functions.* It is important, however, to distinguish between *leadership* and *a leader*, who is one who performs the acts of leadership. A leader is a focal person whose contributions to the accomplishments of the group’s goals can be significantly greater than the individual contributions of the group as a whole.

# Assets for the Responsibility of Leadership

* *Openness* to persons and ideas
* *Honesty* in speech and relationships
* *Firmness* / *Flexibility* when it is appropriate
* *Belief that what you are doing is important* enough to give it your best effort
* *A sense of humor*
* *The ability to risk*, both in activities and relationships
* *Realistic expectations* about what you can do and about what you can expect others to do
* *Respect* for the other members of the group as individuals of dignity and worth

**Assets that I bring to the leadership of my organization:**

# Personal Skills Needed for Effective Leadership

* *Listening* to what is being said, how it is said and what is not said
* *Affirming/Supporting* of organization members
* *Enabling through group process* individuals to develop their skills as well as growth in the organization
* *Approachability*

**Personal Skills that I bring to the leadership of my organization:**

# Functional Skills for Effective Leadership

* *Planning -* organization; in advance
* *Gatekeeping* - making sure that everyone who wants to be involved is involved
* *Resourcing -* knowing what is available and how to get it
* *Selecting and Calendaring -* prioritizing
* *Advising -* providing knowledge, skills and advice as appropriate
* *Seeing the "whole picture"*

**Functional Skills that I bring to the leadership of my organization:**

**What is *Vision*?**

Merriam-Webster Dictionary defines *vision* (vi·sion \ˈvi-zhən\) as:

* the act or power of imagination
* mode of seeing or conceiving
* unusual discernment or foresight <a person of *vision*>

There are four levels of visionaries:

1. Some people never see it - they are *wanderers*.
2. Some people see it but never pursue it on their own - they are *followers*.
3. Some people see it and pursue it - they are *achievers*.
4. Some people see it and pursue it and help others see it - they are *LEADERS.*

*A* ***vision*** *is an articulation of your dreams and hopes, a* ***compelling*** *image of your ideal* ***future****.*

**Develop Your Vision**

*“Effective leaders help others to understand the necessity of change and to accept a common vision of the desired outcome.”* – John Kotter (professor, Harvard Business School)

**My vision for the future is one in which…** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Share Your Vision**

**As you share your visions with each other, be sure to *listen first,* reserve judgment, be supportive, and consider the following quote:**

*“Your neighbor's vision is as true for him as your own vision is true for you.”*

- Miguel de Unamuno (Spanish [Author](http://thinkexist.com/occupation/famous_authors/) and Philosopher, [1864](http://thinkexist.com/birthday/september_29/)-[1936](http://thinkexist.com/birthday/december_31/))

**Be sure to take notes on feedback that you receive about your vision:**

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**Make Your Vision a *Reality***

**Consider that your vision can only become reality if you take small steps to make it so. Remember that by inspiring others with your *compelling* vision, you can lead a team to make a tangible difference.**

*“Vision without Action is a dream. Action without Vision is simply passing the time. Action with Vision is making a positive difference.”* – Joel Barker (author, Future Edge)

**I have already done the following:**

1. Attended the 2011 Texas State Leadership Institute Conference

**My Next Steps**

**Next week I will:**



**By the end of this semester I will:**



**By the end of 2011, I will:**



“The very essence of leadership is that you have to have a vision. You can’t blow an uncertain trumpet.”

-Theodore Hesburgh