

GROOMING OUR FUTURE LEADERS FOR SUCCESS



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ABOUT OUR PANELISTS

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| Bonnie Hall | <ul style="list-style-type: none">• Assistant Director and Field Office Manager for GAO's Los Angeles Office• Over 30 years' experience with GAO and HUD• Areas of expertise include defense readiness, Medicare, homelessness, law enforcement, and homeland security• Bachelors and Master's degrees in Public Administration, University of Southern California |
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MENTIMETER POLLING QUESTION

At what level of the organization do you work?

1. Staff
2. Supervisor/AIC
3. Management
4. Executive

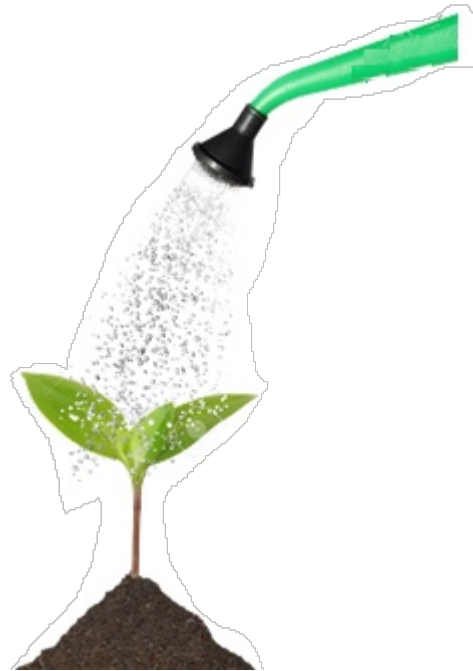


LIVE POLLING INSTRUCTIONS:

1. Using your mobile device, go to www.menti.com
2. Enter the code: 18 71 30, then SUBMIT.
3. Answer the question, then SUBMIT.



IMPORTANCE OF LEADERSHIP



TODAY'S TOPICS

1. Leadership Styles
2. Qualities of an Effective Leader
3. Approaches and Strategies



WHAT IS YOUR LEADERSHIP STYLE?

1. **Transformational**: Inspires and guides teams to transform themselves into leaders
2. **Charismatic**: Inspires and motivates through enthusiasm for a stated goal or vision influence
3. **Servant**: Meets the needs of the team with high integrity and generosity
4. **Transactional**: Relies on motivating teams through rewards and punishments
5. **Agile**: Leads through enhanced awareness, intentionality, and broad perspective



PANEL DISCUSSION: LEADERSHIP STYLES

- a) What is your own leadership style?
- b) How did you develop your own leadership style? (For example, was it due to mentors, influences, experiences?)
- c) How does your leadership style affect how you engage with your staff?
- d) Why does awareness of your own leadership style matter?



MENTIMETER POLLING QUESTION

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18 LEADERSHIP BEHAVIORS

What do individuals need to thrive? A leader who:

Safety

1. Creates an environment where I feel safe to take risks and share my ideas

Belongingness

2. Offers me help or advice in dealing with work issues
3. Offers me help or advice in dealing with personal issues that affect work
4. Welcomes my “whole person” (both your personal and professional aspects)
5. Is accessible to me

Esteem

6. Acknowledges my contribution
7. Develops genuinely collaborative teams rooted in a sense of shared purpose
8. Implements change initiatives that build an empowering, engaged, and participative culture



18 LEADERSHIP BEHAVIORS (continued)

What do individuals need to thrive? A leader who:

Self-actualization

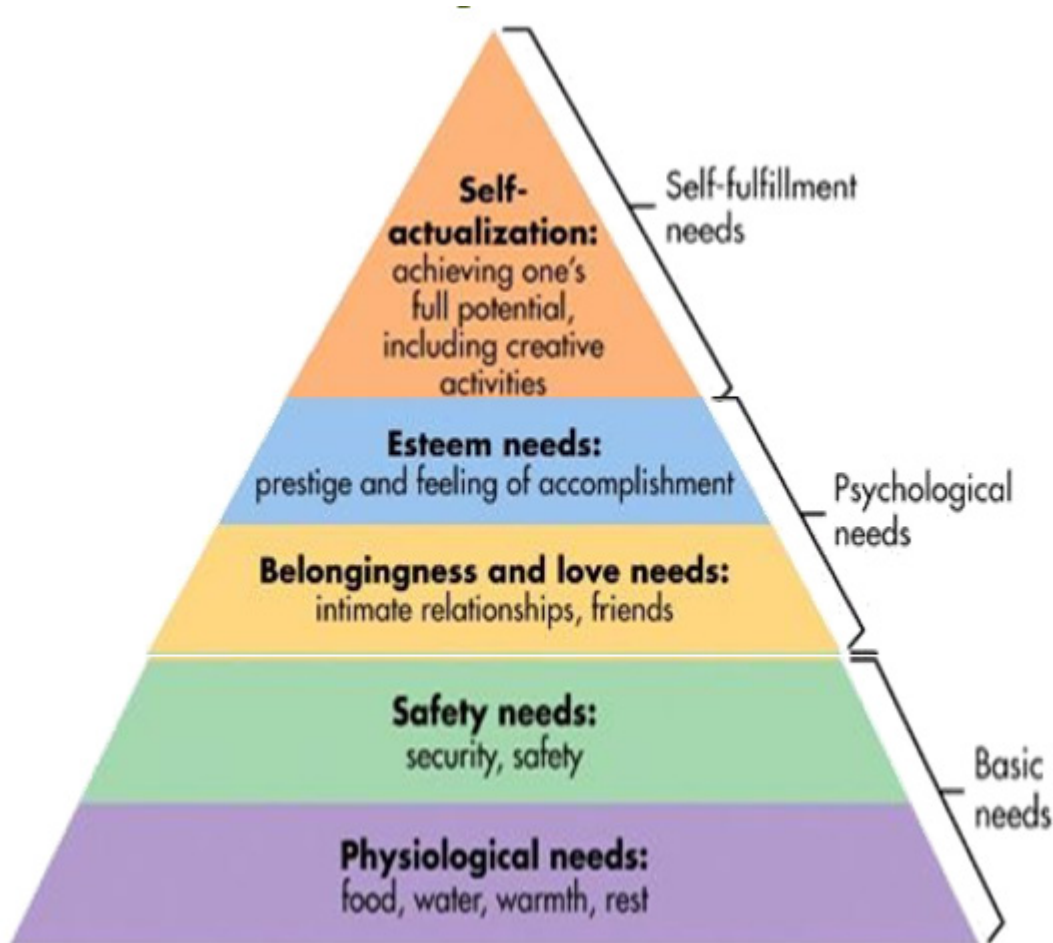
9. Supports my growth and development
10. Demonstrates a deep belief that empowering and involving others and actively facilitating their development leads to better organizational outcomes
11. Demonstrates visionary, facilitative leadership that focuses on inspiring and empowering others

12. Communicates an innovative, inspiring mission and vision
13. Demonstrates a principled commitment to the common good
14. Demonstrates leadership competence
15. Incorporates stakeholders inside and outside the organization
16. Focuses on bringing the right people together to transform vision into reality
17. Models and seeks an open exchange of viewpoints
18. Exhibits servant leadership



BUILDING A CULTURE OF ENGAGEMENT

Hierarchy of Needs



PANEL DISCUSSION: APPROACHES & STRATEGIES

- a) What approaches & strategies has your organization implemented in relation to talent management?
- Developing effective leaders
 - Ensuring sustainable professional growth for all staff
 - Implementing a successful succession plan



APPROACHES & STRATEGIES:



- **Building a Culture of Authenticity**
 - Build Relationships
 - Foster Communication
 - Respect and Value
 - Personal Leadership
- **Managing & Retaining Talent**
 - Hiring (Strong Employer Brand, Adapt to New Hiring Trends)
 - Onboarding (Training, Discovery Sessions, More Than Food)
 - Retaining Talent (Coaching, Mentoring, Whole Self, Telework, Celebration, Peer Group Support, Maturity Model)
- **Recognizing Most Important Asset: Its People**
 - Developing the Whole Analyst
 - Work Life Balance
 - Training
 - Engagement
- **Investing in Staff**
 - Supervisory Staff
 - Mentoring
 - Communities of Practice
 - On the Job
- **Providing Opportunities**
 - Leadership and Executive Development Curriculum
 - Cohort Development
 - Leadership Speaker Series
 - Assessment Services
- **Committed to developing and supporting our people is a fundamental core value**
 - Respecting individuals
 - Rewarding excellence
 - Communicating
 - Hiring and retaining talent
 - Developing Employees
 - Encouraging Balance
- **Conducting our work with integrity and providing leadership are forefront**
 - Inspiring and engaging others
 - Clarifying issues and making insightful recommendations
 - Communicating our results effectively and timely
 - Striving for accuracy, reliability and truthfulness

QUESTIONS, TAKE-AWAYS, CONCLUSION

