Discovering Your Leadership Impact
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(Powerpoint handout provided at conference)

I. What Is Leadership Impact?
   a. Leadership is a word that has many meanings
      i. You are a leader either by choice or default
      ii. Whatever you do, you leave an impact on others
      iii. Leadership goes beyond contexts of roles and titles
   b. At the heart of leadership is two dynamics – impact and responsibility.

II. Three Key Components of Impactful Leadership
1. Know where you are coming from. Embrace your own preferred leadership style so that you are playing to your strengths.
   a. Identify your Style (Handout online) Please review
   b. Identify your Values to Value (Handout online) Please review
   c. Identify Core Longings
   d. Understand effects of unfulfilled core longings/values

2. Adopt a leadership mindset that positively affects your behaviors, your outcomes and therefore your impact.
   a. Embracing the realization that I am a leader, regardless of my role, title, or situation.
      i. When I think of myself as a leader, I behave differently than when I don’t think of myself as a leader.
      ii. A positive leadership mindset fuels my ability to behave like a leader and to have the impact I really want.
      iii. A non-leadership mindset sets me up to be more like a victim where I react to my circumstances rather than take charge of them.
   b. Changing your behavior without changing your mindset is not sustainable.
   c. Changing your mindset, however, creates sustainable behavioral change.

3. Empower your team members to be leaders. Combine your style with their preference in order to empower them, achieve your desired results and make a positive impact.
   a. Identify shadow side in roles and merge with positive for impact
   b. Personalize approach utilizing vision and values
   c. Adjust your course when needed – base decision on values rather than beliefs.

“Leadership is not a magnetic personality – that can just as well be a glib tongue. It is not ‘making friends and influencing people’ – that is flattery. Leadership is lifting a person’s vision to high sights, the raising of a person’s performance to a higher standard, the building of a personality beyond its normal limitations. – Peter F. Drucker