

# A Framework for Leadership: Dispositions and Positions

## CTE Leadership Academy

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- *The greatest leader is not the one that does the greatest things, instead, he/she is the one that gets others to do great things. (Ronald Regan)*
- *Leadership is getting people to do things that don't want to do so that they can accomplish the things that they want to accomplish. (Tom Landry)*
- *Success as a leader is NOT defined by any awards or recognition that the leader may be pinned with, but rather is best marked by the accomplishments that the leader is able to support and serve others to earn, period.*
- Goal: inspire thinking about the complicated and deep concept called "leadership" by placing the term leadership into 2 interconnected contexts: **leadership as a disposition and leadership as a position.**
  - Leadership often begins as a disposition, not a position.
  - *The disposition of leadership* can be learned, acquired, developed, and practiced.
  - *The position of leadership* requires **vision along with actions** that protect and clear the path to pursuing the vision and is best accomplished by unleashing the leadership dispositions of others
- Education is the gateway to hope, purpose, and a quality life.
- 3 Critical Areas to Consider when targeting the purpose of the educational experience:
  - **Critical Area Number 1 -- Academic Disciplines** –understanding found in the disciplines of Language Arts, Mathematics, the Natural Sciences and Social Sciences; if this is the ONLY thing that we give priority to, then all we can be certain of is that we are making kids **"good at school"**.
  - **Critical Area Number 2: Expertise and Skills Development** that align with student talents and interest; *bridges the "why" of academics and allows our students to make those strong connections between academics and a functional purpose for content knowledge*
  - **Critical Area Number 3: Emotional maturity or emotional intelligence** -- a personal awareness and a social awareness of our emotions along with strategies for controlling emotions so that one **can cope with life's challenges** – disappointment, momentary failure, criticism from others, demands of others, etc.

- Leadership dispositions: influence, innovation, and courage
- Leadership as a position requires strategic thinking and strategically planning that leads to a *clear and articulated vision*.
  - *Once leadership becomes a position, it is essential that the leader become visionary.*
- For vision to be realized, an **Action Plan** must be implemented. The success of an Action Plan requires that the leader give attention to 3 important areas:
  - **Leading the Culture:** *Great opportunities are often disguised as impossible situations.* Leading the culture requires establishing and **influencing** fundamental behavioral standards and articulating clear expectations that not only protect and energize the culture but provide and expect everyone to seize the opportunity to practice leadership dispositions.
  - **Leading Organizational and workflow efficiency:** It is the responsibility of the leader to create, arrange, and implement organizational workflows, communication workflows, schedules, and processes that become a catalyst to successful pursuit of the vision.
  - **Being the lead learner and ensuring opportunities for all to grow professionally:** Leadership requires valuing and celebrating the technical abilities of those you depend on. *One way to know what a leader values is by watching what the leader celebrates.*

*Leadership is constructive, includes sharing knowledge, sharing expertise, networking the expertise of others, demonstrating a priority for ongoing learning, tending to the culture, having skills to establish organizational structures that make for efficient workflow and communication, all for contributing to and shaping the future of an organization as it progresses toward a desired vision that aligns with an agreed upon purpose.*

*Leadership values, unleashes, empowers, and enhances the talents of others so that an interdependent relationship exists for overcoming challenges, sharing successes, and ultimately, experiencing a worthy journey, together.*

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