

Values based leadership

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Objectives

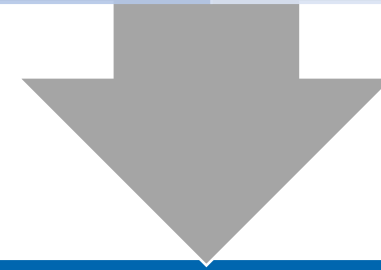
To understand values-based leadership

Espoused
values

Enacted
values

Bottom-
line

Feedback



To put it into
action!



About me...

What are values?



Values are your personal bottom line



Values are informed by your beliefs



They are a guide to action



They inform your decision making and behavior



They tell you when to say yes and when to say no



They tell other people who you are and what is important to you

So what are
my values?

And more
importantly...
how does my
behaviour
demonstrate
them?



Family



Growth and learning



Being strengths focused



Kindness and courage

What is values-based leadership?



Breakout session

- What are your values?
- Who is your role model?
- Do you authentically lead to the principles that are most important to you?



Organisational values



Does your work-place have a set of guiding values?

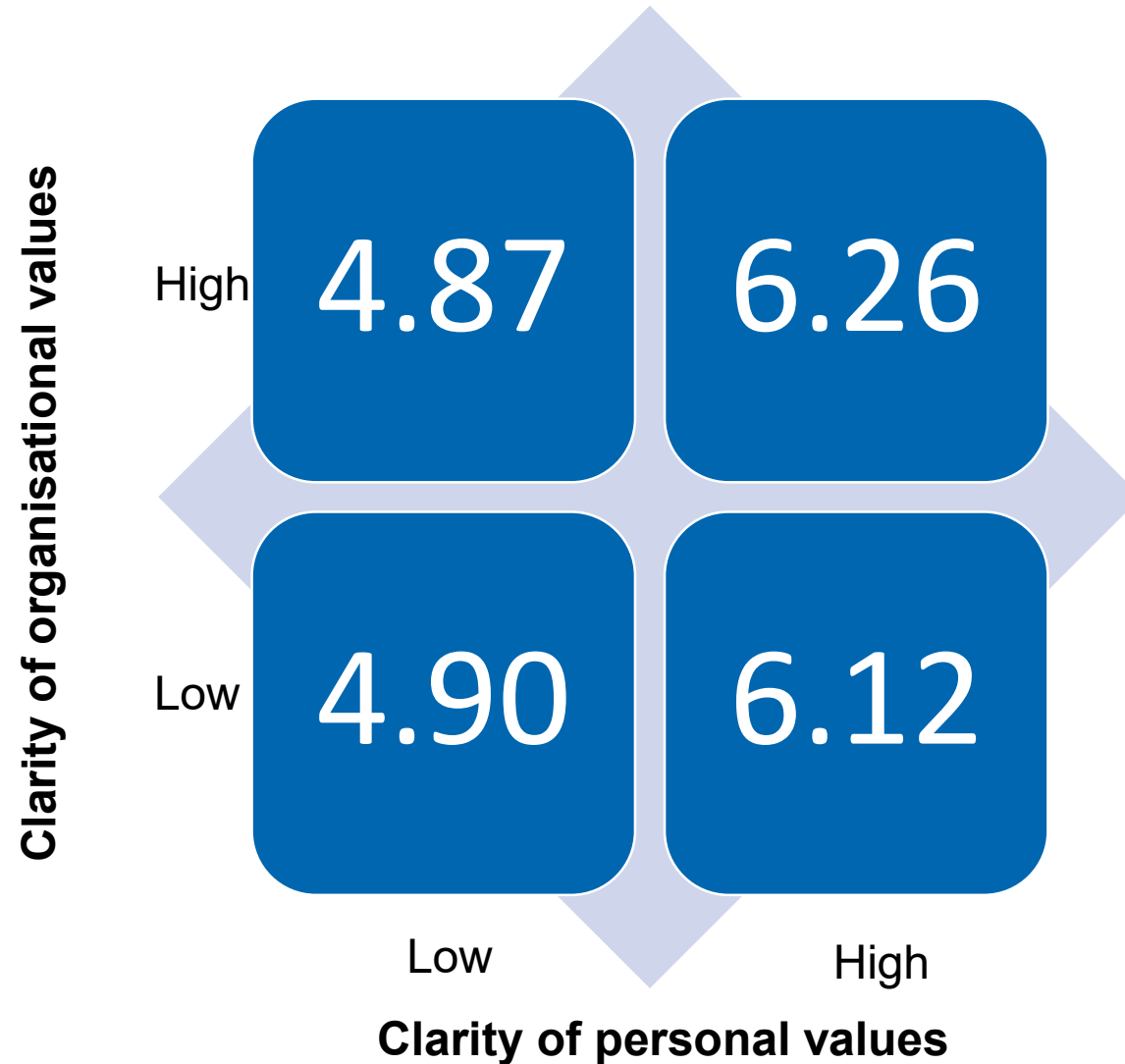


How are they lived?



How do you hold people to account?

The impact of values clarity on commitment



The real test of your values

Conflict and adversity

The organisational
culture

Understanding the values
of others around you

Feedback: Behaviour versus actions

- Ask for feedback from someone you trust to be honest
- Don't be defensive
- Listen carefully – what are the nuggets?
- Suspend judgement
- Ask questions and ask for examples
- Say thank you



Reflection

Coaching

Feedback