A Learning Session for Youth and Young Adult Leaders

STEPPING UP YOUR LEADERSHIP GAME
Meet Your Presenter

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Learning Objectives

• Identification of individual leadership styles and the role self-assessment holds in professional development
• Explore use of leadership skills in managing complex change
• Develop an understanding of the role coaching and mentoring plays in advancing leadership capabilities
• Application of leadership skills in improving supports offered to youth with behavioral health needs
THE ROLE OF SELF REFLECTION & ASSESSMENT
Assessments for Individual Leadership Planning

• Identify individual skills
• Assess individual strengths, leadership styles, and assets.
• Allows plan to be tailored to your personal strengths and characteristics.
• Supports the notion of leadership as journey
Assessments for Individual Leadership Planning

- Provide information that help individuals increase self-awareness
- Information gained can provide the foundation for a solid leadership development plan
- Reports can be used as a basis for coaching and mentoring
- Choose assessments based on your need and budget
Assessments for Individual Leadership Planning

• Leadership area or skill addressed by the assessment tool

• Costs: these vary from “free” to several hundred dollars, and costs can be charged for one individual or an entire group or organization

• Type of administration
  – Self-administered paper survey
  – Self-administered web-based survey
  – Administration and certification by a certified individual, coach, or organization (usually costs extra)
Assessment Examples

- 360 degree
- Style Under Stress
- Communication styles
- Self-care
- Influencing strategies
- Learning styles
- Implicit Basis
- Strengths Finder
- DISC Survey
- Real Colors

And more:
PUTTING LEADERSHIP INTO ACTION
Managing Complex Change

Vision  Skills  Incentives  Resources  Action Plan

CHANGE

Vision  Skills  Incentives  Resources  Action Plan

CONFUSION

Vision  Skills  Incentives  Resources  Action Plan

ANXIETY

Vision  Skills  Resources  Action Plan

RESISTANCE

Vision  Skills  Incentives  Action Plan

FRUSTRATION

Vision  Skills  Incentives  Resources

TREADMILL

Comfort Zone

Everything that you are familiar with is within your comfort zone. I.e. values, culture, strengths, etc...
STRETCH ZONE

Place where you dare to try new things – the things that you do but are not comfortable with – things you’re either awkward with or you are somewhat apprehensive to do. Ie. Personal goals, professional development, New Years Resolutions, etc...
Stress Zone

STRESS ZONE
Place where you do not want to go. The things you believe you could not possibly do. Moving into this area causes fear. I.e. Negative self-talk, leadership challenges, etc...
Stress Zone

Stretch Zone

Comfort Zone
LADDER OF INFERENCE

AKA HOW WE DEVELOP BELIEFS AND INTERPRET EVENTS THAT LEAD US TO ACTION.

HOW CAN I BECOME MORE AWARE?

ACTION BASED UPON BELIEFS

ADOPT BELIEFS

DRAW CONCLUSIONS AND GENERALIZATIONS

MAKE ASSUMPTIONS AND INTERPRETATIONS BASED ON BELIEFS.

ADD MEANING

SELECT DATA

OBSERVE DATA

"LOOP"

BASED IN FACTS.

QUESTIONS BELIEFS... OR ASK "WHY"
STAYING TRUE TO YOU
You Love It

You Are Great at It

You Are Paid For It

Mission

Passion

Vocation

The World Needs It

Purpose
Role of Mentorship & Coaching

• **Youth Advocate to Advocate for Youth Transition**

• **Commitment to Generation NEXT**
  – “As young people transition from youth advocates to advocates for youth, many skills are needed to ensure continuity in the next generation of youth voice”
# Mentoring and Coaching

<table>
<thead>
<tr>
<th>Mentoring</th>
<th>Coaching</th>
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<tbody>
<tr>
<td>Enhance the knowledge, skills, and abilities of individuals</td>
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<tr>
<td>Mentor seen as expert, information one directional</td>
<td>Coaching is a facilitator, information comes from client</td>
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<tr>
<td>Expertise focused</td>
<td>Process focused</td>
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<tr>
<td>Focus on exploration and individual development</td>
<td>Focused on tasks and productivity</td>
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Identifying Mentors & Coaches

• Reflect on your leadership journey and where you want to go next
• Identify individuals with these capabilities
• Define the relationship you are looking for
• ASK!
• Set up the initial boundaries of the relationship and set a goal(s)
Discussion
Additional Leadership Resources

- Idea Partnership
- Guide to Leadership Assessments Blog
- Community Tool Box’s Building Leadership Toolkit: Section 1
- Leadership Assessment Tool Inventory, Kellogg School of Management
- Emerging Leaders: Build Versus Buy, An Oracle White Paper
- MindTools
- BRSS TACS Young Adult Leadership Webinars