Module 1

Transportation Leadership Development Overview

Equipping and Energizing Participants To Become More Effective Leaders
Objectives

- Know why it is important to be a highly effective leader
- Recognize the difference between management and leadership
- Identify leadership characteristics, attitudes and skill sets
- Construct career paths to become strong, admired leaders
“The recent sudden rise in the price of gasoline, following gradual increases during the past several years, all over the world, together with the enormous number of automobiles, commercial cars and other users of this fuel, has called attention again to the fuel question.”

*Horseless Age Magazine 1912*
Agenda

- Opening Dialogue
- What is Leadership?
- Are you a Leader?
- ITE Leadership Program
  - Key Leadership Characteristics
  - Core Management Practices
  - Helpful Resources
Opening Dialogue

What are the outcomes of good leadership?
Opening Dialogue

How would you describe the absence of leadership?
Opening Dialogue

- Who is the national transportation leader?
- Who is the transportation leader of your city/county?
- Can you name a leader who helped you?

What does it take to be a leader?
What is Leadership?

If you are leading the herd...

take a look back every now and then
to see if they are following you.

Mark Twain
What is Leadership?

Leadership is the ability to obtain followers . . . to an idea, a vision, a plan.

Does the name KEITH HOWARD mean anything to you?
What is Leadership?

Read the news story in Appendix A-1 and write down any comments that sound like a leader.

When everyone has finished, we will compare notes to build a list of leadership characteristics.
What is Leadership?

Now... does the name KEITH HOWARD Mean anything to you?

What is your name going to mean?

What will be your legacy?
What is Leadership?
Management vs. Leadership

<table>
<thead>
<tr>
<th>Managers . . .</th>
<th>Leaders . . .</th>
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<tbody>
<tr>
<td>Administer</td>
<td></td>
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<tr>
<td>Rely on control</td>
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<td>Ask how and when</td>
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<td>Maintain</td>
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<td>See what is</td>
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Management moves people through the known. Leadership moves people into the unknown.

Transportation Leadership Development – Introduction and Overview
Are You a Leader?

Skilled Practitioner

Manager

Leader

Traditional Route
Are You a Leader?

Five Levels of Leadership

5) Personhood
4) People Development
3) Production
2) Permission
1) Position
What is Leadership?

12 Quotients of Leadership

- Appearance
- Communications
- Emotional Intelligence
- Knowledge
- People Skills
- Situational
- Behavior
- Desire
- Intellect
- Management
- Reality
- Experience
Are You a Leader?

Your Leadership Self-Assessment

Think about the question, and respond on a scale of 1 to 5,

1 = not at all
2 = to a little extent
3 = to some extent
4 = to a great extent
5 = to a very great extent
**Stress Test**

**Are You a Leader?**

**Stress Test**

**Sometimes work stress messes with our minds, our priorities and our judgment.**

Review the following picture of identical dolphins. Variation between the dolphins, no matter how slight, indicates you may be under some stress. The greater the difference, the greater your stress.
Are You a Leader?
Are You a Leader?

What’s keeping you from becoming a more effective leader?

Can’t get out of your rut?
Too busy to figure out how to do better?
Are You a Leader?

is a long and winding road?
Are You a Leader?

It is a long trip, but the view is worth it!

Improving leadership skills takes time. It is a life commitment.

But what you see today can be YOUR PATH. Your commitment, attitude, and skills. Become a highly effective LEADER.
ITE Program: Modules on Key Leadership Characteristics

1. Have a Positive Influence
2. Create a Shared Vision
3. Develop Leaders
4. Create Positive Change
5. Demonstrate Character
ITE Program:
Modules on Core Management Practices

1. Conducting Effective Meetings
2. Relationships With Elected Officials
3. Dealing with Difficult People
4. Communications
ITE Program: Modules on Core Management Practices

5. Preparing Vision and Action Plans
6. Identifying and Engaging Stakeholders
7. Mentoring Employees
8. Evaluating Leader Effectiveness
Leadership of Commitment

It is a long path, but the view is worth it!
Highlights of Leadership Overview

- Making a difference
- Leading versus managing
- Committing to leadership
- Acquiring leadership characteristics and core practices
- Managing to impact others positively
- Motivating the workforce through example
- Enjoying it more
A sample of the ITE Leadership Toolbox

Overviews of Key Skills

- Conflict Resolution
- Delegation
- Decision Making
- Facilitation
- Strategic Thinking
- Time Management

Key Skill Templates

- Personal Growth Action Plan
- Time Management
- Personal Assessment Template
- Meeting Evaluation Template

Reading Resources
Closing Questions

How would you like to be remembered at the end of your career? ...your life?

What leadership legacy will you leave?

THE END