

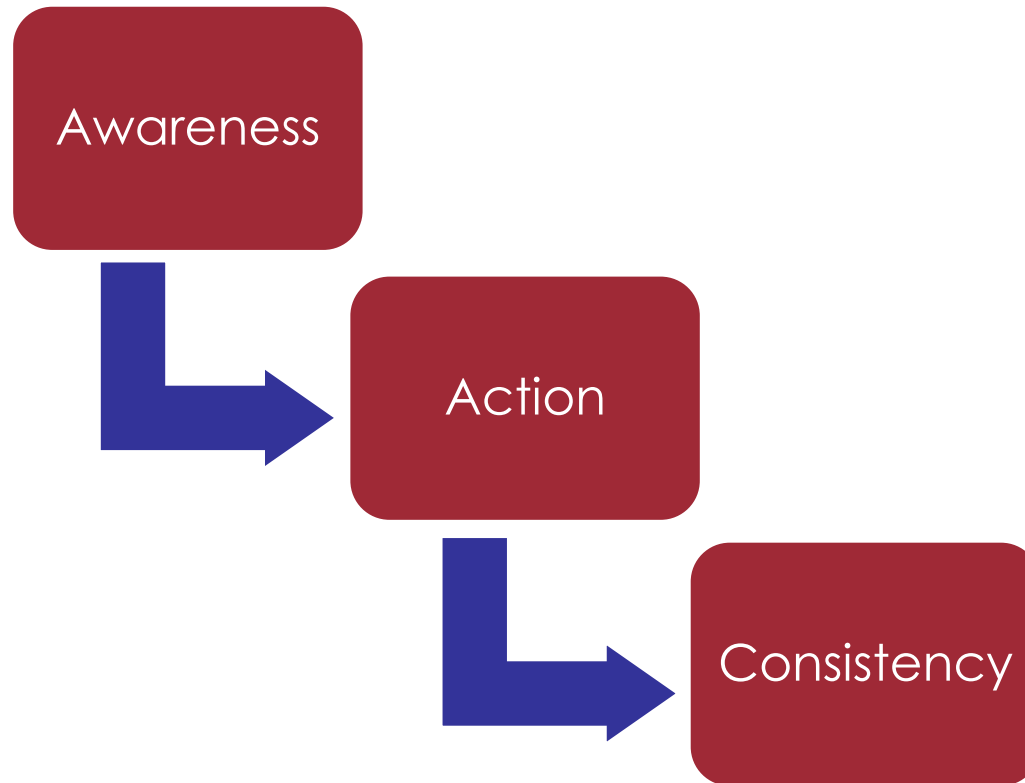
The Leadership Challenge

MPI
Northern California Chapter
Professional Breakfast Program

January 21, 2014

Mary O'Neill, MA, MFT

THREE STEPS:



The Pledge

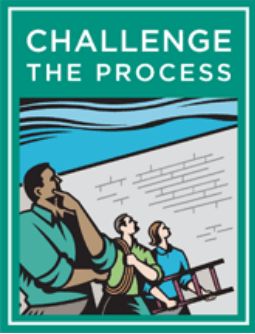
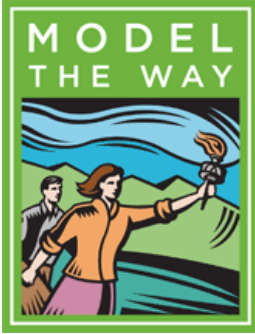
I , _____, do solemnly swear to remind
myself - every single day - that
leadership is a gift.

I am brilliant! I am talented! I am gorgeous!

I hereby commit to the daily maintenance of
my leadership skills.

I deserve it! I am worth! I choose it now!

THE FIVE PRACTICES OF EXEMPLARY LEADERSHIP®



WHAT IS THE LPI?

- An instrument that assesses The Five Practices
- Measures the frequency of practice
- 30 behavior-based statements
- 5 independent leadership scales (each with 6 behavioral statements)
- Identifies behaviors that make a difference

THE FIVE PRACTICES®

- 1 Model the Way
- 2 Inspire a Shared Vision
- 3 Challenge the Process
- 4 Enable Others to Act
- 5 Encourage the Heart

MAKING MEANING OF “SCORES”

- A good assessment should raise more questions than it answers
- Kicks off a conversation with yourself and others
- What behaviors yielded high scores?
- Which ones yielded lower scores?
- Are these results surprising?

**SHARE YOUR
STRENGTHS
AND AN AREA
IN NEED OF
IMPROVEMENT**

- Pair-up with someone
- Share your thoughts and impressions
- Brainstorm ways you might enhance a competency and ideas for implementing just one goal

Remember...

*“If you are not practicing at who you want to be...
you are practicing at who you don't want to become.”*

~Pema Chodren