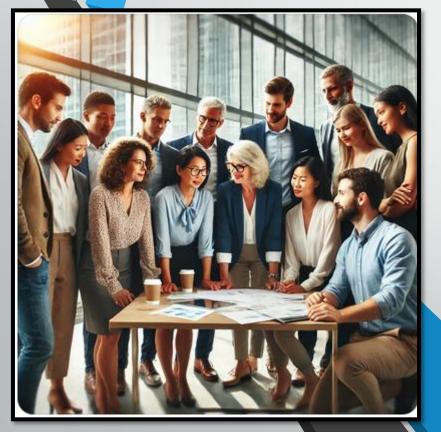
Empowering Leaders in Local Government

Essential Skills, Strategies, and

Self-Awareness to Inspire Others

"Leadership is not about being in charge. It is about taking care of those in your charge." – Simon Sinek



Purpose:

- Understand why leadership is vital in local government.
- Explore the link between leadership development and organizational success.

Leadership (Clarity, Empathy, Vision) Employee Engagement (Trust, Motivation, Voice) Organizational Outcomes (Productivity, Innovation, Public Trust)

1	O Understanding Leadership Styles	7 Change Management
2	Effective Communication Skills	8
3	Encouraging and Managing Employee	9 Performance Management
4	Emotional Intelligence	10 A Public Speaking and Presentation Skills
5	 Strategic Planning, Decision Making 	11 Crisis Leadership and Resilience
6	Ethical Leadership	12 Sevelopment

Leadership Foundations – Self-Awareness & Styles

Discussion Points:

- Common leadership styles in government.
- How self-awareness uncovers strengths, weaknesses, and blind spots.



Leadership Foundations: Self-awareness and Styles

• Activity: Brief self-assessment to identify leadership styles.

Discussion:

Common leadership styles in local government.

 The role of self-awareness in recognizing strengths, weaknesses, and blind spots.

Key Leadership Skills and Strategies

- Overview of Skills:
 - Effective Communication

- Encouraging Employee Voice
- Emotional Intelligence

Change Management

Effective Communication

 Conveying clear, transparent messages to align and inform teams

Encouraging Employee Voice Fostering a safe space for sharing ideas, feedback and concerns

Emotional Intelligence Recognizing and managing emotions to build trust and collaboration

Change Management Leading through uncertainty with adaptability and resilience

Words Matter – Effective Communication



Effective Communication

 The importance of clear, transparent communication in government.

 Strategies for active listening and ensuring team alignment.



"Speak to inform, inspire, and empower."

Encouraging Employee Voice

Creating an environment where employees feel heard.

Tactics for encouraging feedback and innovation.

- Town hall-style meetings or
- Anonymous suggestion boxes
- Listening tours

Emotional Intelligence in Leadership

Managing emotions in high-pressure scenarios.

Empathy as a tool for building trust and fostering collaboration.

Example: Real-life case studies of emotionally intelligent leadership in local government.

responsibility mentor motivation ethic contribution influence vision 1 Leadership support management teamwork decision communication

Change Management and Adaptability

Navigating rapid changes in public administration.

 Techniques for building team resilience and adaptability.

Timeline of Organizational Change

Identify Need for Change Engage Stakeholders Develop Strategy Implement Change Monitor & Adjust Sustain & Reinforce

Reflection and Action Planning

 Prompt: What are three ways you can apply today's lessons to your role as a leader?

- Encourage participants to write a personal action plan focusing on:
 - Enhancing self-awareness.
 - Improving communication within their teams. (How to Manual) -> Leading change effectively.

Leadership Reflection Worksheet
Self-Awareness Goals
Communication Improvements
Leading Change Strategies

Summary of Key Points

Self-awareness is foundational.

Skills and strategies drive results.

Practical steps begins today.

Call to Action:

Encourage ongoing development:

• Enroll in leadership programs

Join a peer mentorship circle

Use daily reflection tools

Build this program in your organization



Lessons Learned

Leadership Programs Don't Have To Be Expensive

-Utilize Your Own People to Teach Program

-Partner With Others in the Community

Learning is a Two-Way Street

 Our Department Managers Learned New Skills By Volunteering to Teach a Class

Feed Their Mind & Their Belly

- Classes Included Lunch, Which Became a Leadership Lesson

Lessons Learned Cont.

To Reward or Not Reward?

- We made the active decision to not financially reward the participants with automatic raises.
- Instead, the rewards offered included a graduation event with the City Council, presentation of a Thomasville Challenge Coin, and the equivalent of a 10-year service award/gift (~\$300 value), and a Cohort T-Shirt.

Feedback from Cohort has led to a slightly shorter program (11 months instead of 12).

Some of the Classes have been tweaked.

Leadership Thomasville Cohort #1 Cohort Motto: "Inspire. Impact. Innovate."

Thank You!!

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