

North Carolina Federation of Republican Women

Leadership Development

What is a Leader?

LEADERSHIP DEVELOPMENT MISSION STATEMENT



- The National Federation of Republican Women is America's foremost political organization, bringing together women to positively impact the direction of our nation.
- We come together as a collective force advancing the power of women through political access and participation.





Mission Statement

The North Carolina Federation of Republican Women's mission is to positively impact our State and Nation, while strengthening our Republican Party through recruiting, educating, training, supporting and electing Republicans.

Webster's Definition:

The ability to lead
But what does that include?

INTRODUCTION

IMPORTANT ELEMENTS OF LEADERSHIP:

- Innovator
- Mentor
- Team Builder
- Communicator



Innovators

To be a Leader, you have to act like one

- Have a Vision
- State Goals Clearly
- Be Ambitious but do no harm
- Recognize Priorities
- Be an Advocate for your organization
- Delegate Tasks – do not try to do everything alone

How do you know if you are
successful –
unless you define success?

Mentors

Mentoring means Teaching

- Educate those you lead so they may help in reaching set goals
- Recognize and applaud achievement; encourage the entire organization to claim a stake in each success.
- Creating unity and common cause sometimes requires great patience and endurance
- Mentor by helping women to raise their expectations and encouraging them to reach their goals

Educate those you lead

Knowledge = Leadership = Knowledge

Do Club members know:

- Affiliation with NCFRW and NFRW
- NCFRW & NFRW Mission Statements
- NFRW History
- GOP Party History
- How to participate on all levels

Education is our future.
Education leads to knowledge
and knowledge better equips
us to make progress in
developing leadership.

Motivators

- Lead in the present
- Delegate responsibility by empowering people to act on their own
- Make a request as opposed to issuing orders
- Follow rules and policies that guide your organization
- Do not yield to intimidation, stand up and defend your point of view
- Leaders must be able to deal with criticism with grace and not play the blame game.
- Learn from the best AND worst of leaders.

Myths about motivation

- Myth #1: There are people who are not motivated.

If someone is slow to take action, he or she is probably just not motivated to do what we want him/her to do for some reason.

- Our job is to learn what does motivate people
- Have an understanding of someone's circumstances and what interests them

Myth #2: Motivating is something we do 'to' people

We cannot reach into the minds of others and make them do what we want them to do.

- Prioritize immediate involvement
- Seek to learn more about each member to identify needs, interest & talent.
- Help people identify with the organization.
- Help people to see the results of their specific efforts.
- Don't forget those who are motivated – reward positive behavior.
- Create group challenges.

TEAM BUILDER



Team Building

- Teams of Republicans are constantly forming and developing. At any given time, projects are starting or stopping.
- The four phases of Team Building are:
 1. Forming
 2. Storming
 3. Norming
 4. Performing

Team Building: Forming

A Team is created when a new challenge is presented.

- Ensure that goals and expectations are clarified.
- Be as specific as possible.
- Give team members as much information and resources as possible.
- Encourage communication among team members.
- Promote team organization and action planning.

Team Building: Storming

Obstacles Emerge

- Conflict is common during the 'storming' phase and can question if goal is attainable.
- Remain calm and encouraging.
- Anticipate and manage conflict.
- Increase communication instead of avoiding it.
- Seek to identify and remove any barriers to your team's success.
- Consider whether members are in the right roles.

Team Building: Norming

Habits are established and the team begins to feel optimism about its ability to be successful.

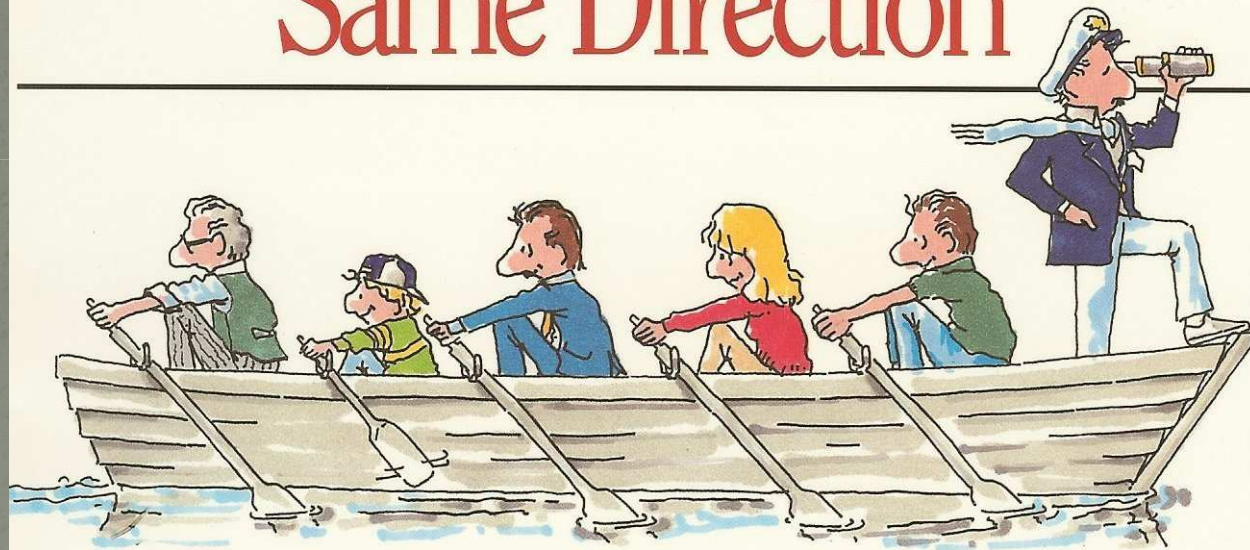
- Encourage the sharing of information and collaboration among team members.
- Ensure accountability.
- Keep the team's eye on the goal.

Team Building: Performing

The Team Excels

- Sense of pride and accomplishment.
- Provide feedback and rewards.
- Praise, praise, praise!
- Seek diversity in feedback about team's results.
- If project is recurring, learn from experience.

Get Everyone in Your Boat Rowing in the Same Direction



COMMUNICATOR



EFFECTIVE COMMUNICATION

45% LISTENING

30% SPEAKING

16% READING

9% WRITING



LISTENING

FOUR MAJOR STEPS:

... HEARING

... UNDERSTANDING

... EVALUATING

... REACTING

**REMEMBER: Only 11% of what comes into the brain
is through the ears !**



LISTENING

FIVE COMPONENTS OF GOOD LISTENING:

1. **ACCEPTANCE** - acknowledge that you are listening.
2. **REFLECTION** - repeat the speaker's words.
3. **CLARIFICATION** - ask for explanation.
4. **INTERPRETATION** - absorb what is being said.
5. **SUMMARY** - conclude what has been said.



BENEFITS OF EFFECTIVE LISTENING

- You get more from a conversation than the indifferent listener.
- It helps you refrain from snap responses.
- You increase your chances of making more realistic decisions.
- You show respect to the speaker, and in return receive respect.
- You learn to speak more effectively by observing how people convey, or fail to convey, their messages.
- You discover the level of language that others will understand best.
- You become better prepared to make your own message fit with the knowledge, views, and the feelings of those with whom you are communicating.



TEAM BUILDING

**An effective Leader will
recognize the value of team building,
and will administer her duties with
the loyalty and support of a
dedicated and effective team.**



FEDERATION

TEAM

VALUES



NFRW

LEADERSHIP

INTEGRITY

COMMITMENT

ACCOUNTABILITY



UNDERSTAND OUR FEDERATION VALUES

LEADERSHIP:

**A leader is someone you choose
to follow to a place you would not
go by yourself.**



UNDERSTAND OUR FEDERATION VALUES

COMMITMENT:

**The difference between involvement
and commitment is like ham and eggs.**

**The chicken is involved, but the pig
is committed.**



UNDERSTAND OUR FEDERATION VALUES

INTEGRITY:

**Real integrity is doing the right thing,
knowing that no one is looking or will
know whether you did it or not.**



UNDERSTAND OUR FEDERATION VALUES

ACCOUNTABILITY:

**The act of being responsible to
others for the organizational good**



SUMMARY

THE FEDERATION LEADER SHOULD:

- **Be knowledgeable about the Federation at all levels.**
- **Provide the necessary guidance for the Federation to become and remain successful.**
- **Place the Federation's interests ahead of personal ambition and self-interest.**
- **Be enthusiastic and energetic.**
- **Be a team and consensus builder.**



SUMMARY

THE FEDERATION LEADER SHOULD:

- Provide clear, consistent direction in keeping with the objectives of the Federation.
- Be creative, but remain realistic.
- Be open to new ideas and different ways to approach tasks.
- Have a written plan, but be willing to take risks.
- Be confident, but recognize limitations.
- Inspire others to work for shared values and goals.



SUMMARY

THE FEDERATION LEADER SHOULD:

- Delegate tasks, empower others, and hold them accountable.
- Lead with a firm hand, but be fair and open to the feelings and ideas of others.
- Communicate effectively, but listen even more effectively.
- Grow in both membership and mission.
- Be comfortable with inevitable change.
- Develop the Federation to meet future challenges.



HOW DO YOU WANT TO BE REMEMBERED In Your Leadership Role?

- **What would you like to have said about the way you handled your job?**
- **What do you have to do to be remembered that way?**



12 QUALITIES OF GOOD LEADERS

1. Share a vision
2. Be a great communicator
3. Be a lifelong learner
4. Demand excellence of yourself
5. Learn from failure
6. Be a role model



12 QUALITIES OF GOOD LEADERS

7. Believe in yourself when no one else does
8. If I am not for myself, who will be?
9. Be a decision maker
10. Be a team member
11. Doing the little things well leads to doing the big things well
12. Show compassion



Each of you are Leaders!

Believe in yourself !

Be willing to accept the Challenge!