

The background features a repeating pattern of light green circles on a darker green field. Overlaid on this are several large, semi-transparent circles in various shades of green and light blue, creating a layered, abstract effect. The text is centered within this design.

NEPP
Neighbourhood Leadership!

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Agenda

- What is leadership to you?
- Neighbourhood Leadership
- Leadership Defined
- Leadership Styles
- Teamwork & Motivation
- Decision Making
- Leadership Assessment
- Leadership Employed

What is Leadership to you?

- In small groups discuss some key elements of successful leadership!
- Think of great leaders, people who have influenced you...how would you describe them? How did they make you feel?
- Large group discussion

Neighbourhood Leadership

- What makes NEPP leadership different than other leadership roles?
- What types of situations could you be leading?
- What types of people could you be leading?
- What important factors must you consider in a neighbourhood emergency?

Some Definitions to Ponder

“A person who has commanding influence or authority.” Webster Dictionary

“The art of mobilizing others to want to struggle for shared aspirations.” Kouzes & Posner

“Liberating people to do what is required of them in the most effective and humane way possible.” Max De Pree

Leadership Styles

- Authoritative
- Participative
- Empowering/Non-controlling
- Situational
- Values-Based

Authoritative Leadership

- A leadership style that commands and requires absolute compliance.
- The leader is dogmatic, uses reward and punishment as tools to gain compliance.
- This style does not encourage self-directed activity among team members.
- Pros & Cons?

Participative Leadership

- A consultative style for decision making that encourages and rewards participation.
- The leader does not act without seeking approval/input from the group.
- Decisions are usually made by consensus
- Pros & cons?

Empowering Leadership

- A leadership style that encourages a high degree of autonomy and independence.
- Very little authority is exercised due to the ability of the group to set goals/objectives.
- Leaders role is assisting team by obtaining resources, removing barriers, interference.
- Pros & cons?

Situational Leadership

- Situational leadership for specific conditions.
- Leaders flex with the circumstances.
- Utilizing variety of behaviours, coaching, training, demonstrating...to ensure best results.
- Pros & cons?

Values-Based Leadership

- Appreciating others and ones own values.
- Recognizing that leaders are also in the business of serving.
- Every person is a leader, no role is insignificant.
- Using values, morals and beliefs to guide one's actions.
- Sometimes referred to as Servant Leadership.
- Pro's and Con's

Teamwork & Motivation

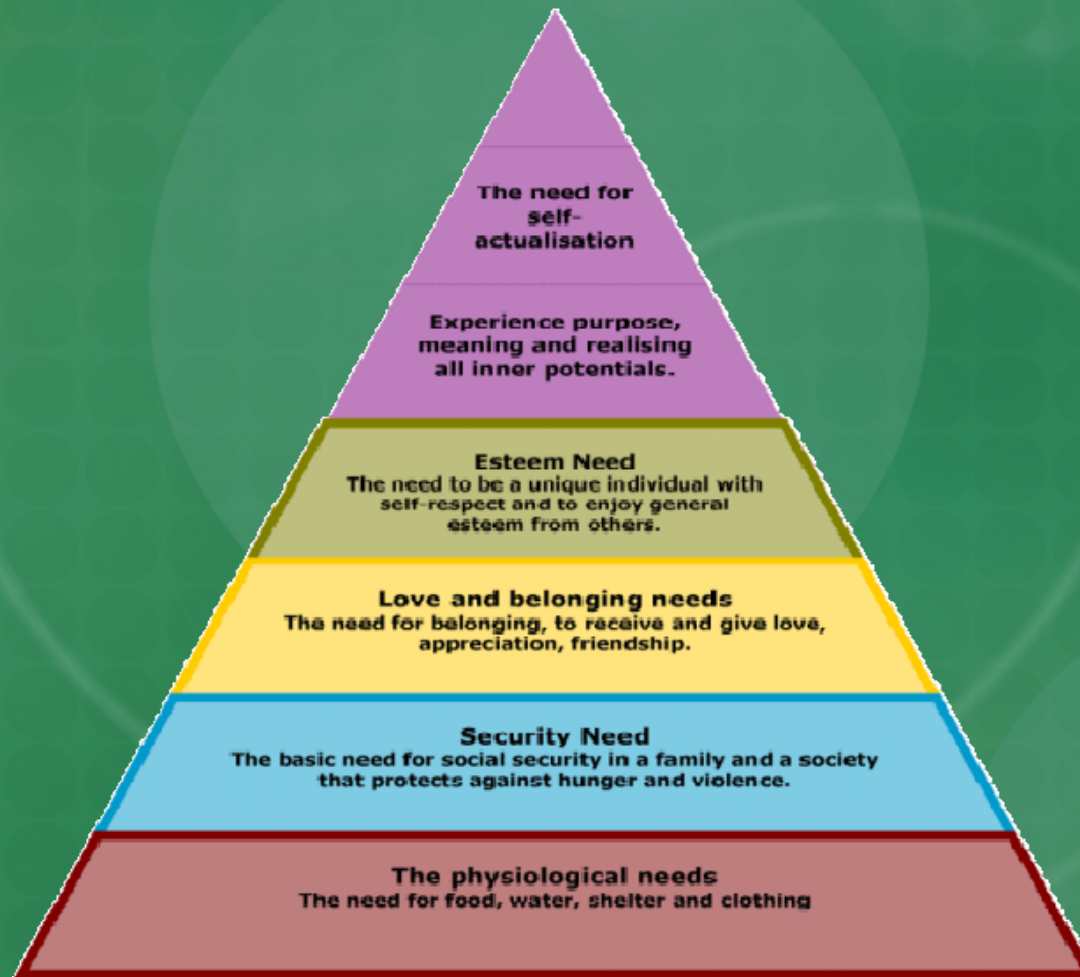
Maslow's Hierarchy of Needs

1. Physiological – food, water, shelter.
2. Safety – feel free from immediate danger.
3. Belonging and love – belong to a group, close friends to confide with.
4. Esteem – feeling of moving up in the world, recognition, few doubts about self.

Teamwork & Motivation

5. Cognitive – learning for learning alone.
6. Aesthetic – at peace, more curious about inner workings of all.
7. Self-Actualization – know exactly who you are, where you are going, and what you want to accomplish. A state of well-being.
8. Self-transcendence – a level that emphasizes visionary intuition, altruism, and unity.

Hierarchy Diagram



5 Stages for Effective Decision Making

1. Setting Limits

- Indicate to colleagues what your personal limits are.
- Making them known will make people think twice about doing something in your presence.

5 Stages for Effective Decision Making

2. Bell, Book, Candle

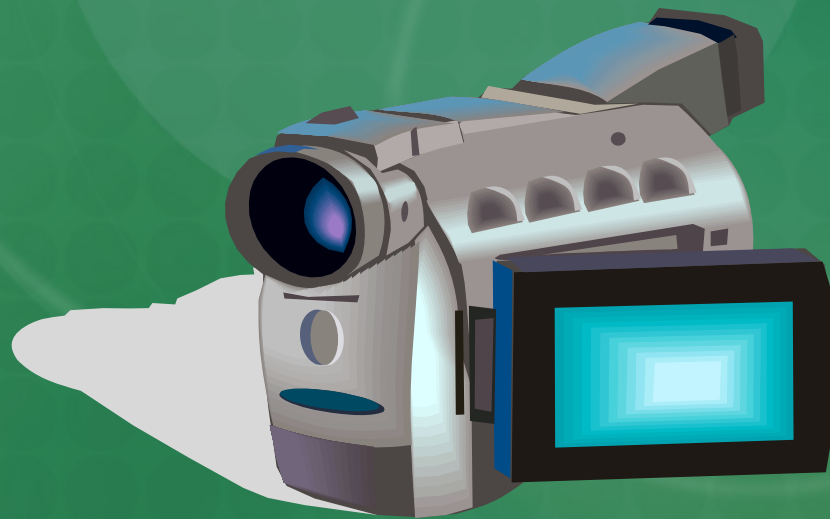


- Bell – are any personal warning bells going off?
- Book – Is what I am proposing to do lawful according to the CCC, organizational procedures, my oath, etc?
- Candle – How would this look if exposed to the light of day?

5 Stages for Effective Decision Making

3. The Imaginary Video Camera

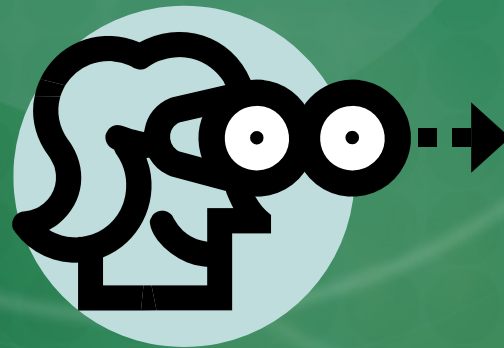
- Imagine your actions are being recorded!



5 Stages for Effective Decision Making

4. The Other Person's Shoes (Empathy)

- Look at every situation from points of view of various stakeholders.



5 Stages for Effective Decision Making

5. Critical Thinking

- Identify the problem
- Who can you involve?
- Start to gather info
- Brainstorm all alternatives
- Assess all consequences
- Check for consistency
- Make your decision
- Evaluate & Access



Ask yourself these questions...

- Is it legal?
- Does it comply with our rules and guidelines?
- Is it in sync with the organizations values/my values?
- Will I be comfortable and guilt-free if I do it?
- Would the most ethical person I know do this?

Leadership Assessment

- Meet with your team members.
- Learn their interests, weaknesses, likes, dislikes and skills.
- Determine if they need developmental help.
- Inform them of your perspective on teamwork. How you want your team to work together, what teamwork looks like to you.
- Put yourself in check...are you being the leader that others need you to be?

Leadership Employed

- Know how your team members are personally.
- Touch base with your team members outside of crisis or emergency.
- Have team gatherings for purely social reasons.
- Encourage thank-you's, warm greetings, kindness and positivity among your team.

The image features a vibrant green background with a repeating pattern of small, semi-transparent circles. A large, light-green circle is centered on the page, containing the text "Thank you!". The background is further decorated with faint, glowing patterns of light and dark green circles, creating a dynamic and textured effect.

Thank you!