

**Board  
Presidents:**

**Are You  
Leading or  
Managing?**



**Jesse Adams Jr. and Terri Lewis  
NJSBA Field Services**



# NJSBA Presenters



***Jesse Adams Jr.***

Field Service Representative

Burlington, Camden (partial) and Mercer



***Terri Lewis***

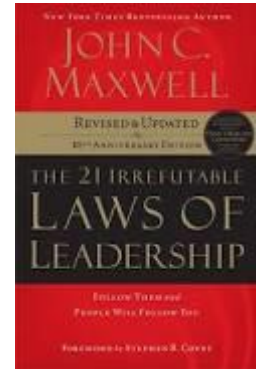
Field Service Representative

Camden (partial), Gloucester and Salem

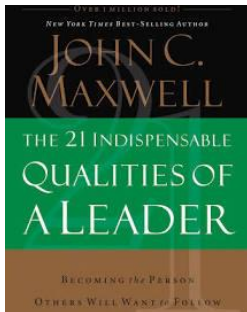
# Today's Program

Based on concepts addressed in two best-selling books:

*The 21 Irrefutable Laws of Leadership*



*The 21 Indispensable Qualities of a Leader*



Written By Dr. John C. Maxwell

# “Laws” & Qualities

## 21 Laws of Leadership

- Ability to do more than one thing well
- No one does all 21 Laws well

## 21 Qualities of a Leader

- Effective because of who they are on the inside
- Leaders develop from inside-out

***We will focus on the 4 “Laws” that can quickly impact your ability to lead and highlight the Qualities exhibited when practicing the 4 “Laws”.***

# How do you define...?

## Leadership?



## Management?



# The Management Myth

- Leading and managing are not the same.
- Leadership is about influencing people to follow.
- Management focuses on maintaining systems and processes.
- Managers can maintain direction.  
Leaders can affect positive change.

# Agenda



The Law of Influence

The Law of Process

The Law of Addition

The Law of Solid Ground

Qualities of a Leader

# The Law of Influence

- Leadership is not a title.
- True leadership cannot be awarded, appointed, or assigned.
- True leadership comes only from influence.





# Why do People Emerge as Leaders?

## Seven Factors...

- ***Character*** – Who They Are
- ***Relationships*** – Who They Know
- ***Knowledge*** – What They Know
- ***Intuition*** – What They Feel
- ***Experience*** – Where They've Been
- ***Past Success*** – What They've Done
- ***Ability*** – What They Can Do



# Group Work - Influence

## Individual Reflection

What do you usually rely upon most to persuade people to follow you?

- Rate yourself on the seven Influence Factors



## Group Discussion

Which of the seven factors does your group believe have the greatest impact on a leader's ability to influence others.

***“Followers in voluntary organizations cannot be forced to get on board. If the leader has no influence with them, then they won't follow.”***

# Group Work – Influence



Wenatchee School Board Change

<https://youtu.be/Rv1Ozlwz2qc>

What factors will this new president need to use?

# The Law of Process

- Leaders are Learners
- Learning is a process, not an event
- 5 phases of Leadership Growth
  - **Phase 1:** I don't know what I don't know.
  - **Phase 2:** I know what I need to know.
  - **Phase 3:** I know what I don't know.
  - **Phase 4:** I know and grow, and it starts to show.
  - **Phase 5:** I simply go because of what I know.

# The Law of Addition: Adding Value to Others through Service

## Inexperienced Leaders:

Quick to lead before knowing about the people.



## Mature Leaders:

Listen, Learn and then Lead (**L3**)



# The Law of Addition

## 3 Fundamental Guidelines:

1. We Add Value to Others When We...**Truly Value Others**
2. We Add Value to Others When We...**Make Ourselves More Valuable to Others**
3. We Add Value to Others When We...**Know and Relate to What Others Value**

*“When a person moves into a position of authority, he or she gives up the right to abuse people.”*

*Darryl Hartley-Leonard  
Former Chairman, Hyatt Hotels Corp*

# Group Work – Addition and Process

*One thing that separates great leaders from good leaders is the way they add value to and invest in those who follow them. Just as you need a growth plan to improve, so does your team.*

## Introspection

- What do the people you lead value?
- How do you know?

## Group Discussion

- What steps can you take to help your team to grow and improve?

# The Law of Solid Ground

- **Trust** is the Foundation of Leadership
- To build trust, leaders must exhibit **Competence, Connection, and Character**
- Character makes Trust possible.
- Trust makes Leadership possible.

*“The onus is not on them to trust. The onus is on you to earn it.”*





# The Law of Solid Ground



Metro Board Elects New Chair

<https://www.newschannel5.com/news/newschannel-5-investigates/metro-schools/new-school-board-chair-elected-amid-controversy>

What will this board president need to do in order to lead?

# Group Work – Solid Ground

*Most high achievers spend time developing their professional skills to become highly competent.  
Fewer focus on their character.*

## Introspection:

- What actions can you take to develop your character?

*How trustworthy would your followers say you are?*

## Group Discussion:

- Discuss how you can measure their trust.

# Character...At Its Best



<https://youtu.be/JIjenjANqAk>

# What are the Qualities of a Great Leader?

At your tables, discuss what qualities you value in a leader. Be prepared to offer one up to the group.



# Qualities of a Leader

- **Character** – A Personal Choice.
- **Charisma** – Put a “10” on every person’s head.
- **Communication** – Be clear! Know your audience.
- **Competence** – Keep improving. Inspire others.
- **Courage** – Every test begins with you.
- **Focus** – Priorities and Concentration
- **Generosity** – Put people first.



# Qualities of a Leader

- ***Listening*** – Followers, Customers, Competitors, Mentors
- ***Positive Attitude*** – Your people...a mirror of your attitude.
- ***Relationships*** – Understand, Love and Help People.
- ***Responsibility*** – Get the job done.
- ***Servanthood*** – Put others ahead of your own agenda.
- ***Security*** – Give away the credit.
- ***Teachability*** – Keep Learning.





*“The best time to plant a tree is twenty-five years ago...The second best time is today.”*

*-Unknown*