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From Inspiration to Chaos: The
Impacts of Leadership





Icebreaker:

**Think of a Leader Who Inspired You
or Drained You**



What type of leader are you today?

The Ripple Effect: Good vs. Bad Leadership

- Define Good Leadership

The Ripple Effect: Good vs. Bad Leadership

- Define Bad Leadership

The Ripple Effect: Good vs. Bad Leadership

Theoretical framework on leadership's influence.

- **Trait Theories**
 - *Traits of a good leader*
- **Behavioral Theory**
 - *Behaviors of a good leader*
- **Contingency Theories**
 - *Situational leadership*
- **Power and Influence Theory**
 - *Effective leaders influence others through a variety of power sources—not just their title or position*



What type of person makes a good leader?



What does a good leader do?



How does the situation influence good leadership?



What is the source of a leader's power?

From Chaos to Inspiration: The Impact of Leadership

- Can you think of an example of a significant impact from a good or not so good leader?
- What were the rippling effects?
- How did it impact your team?

The Ripple Effect: Good vs. Bad Leadership

Good Leadership Example: Satya Nadella (Microsoft)

Situation:

When Satya Nadella became CEO of Microsoft in 2014, the company was struggling with internal competition, organizational silos, and a culture that often-discouraged collaboration.

What He Did:

Shifted the culture from a "know-it-all" mindset to a "learn-it-all" mindset. Encouraged collaboration across teams. Promoted empathy, innovation, and continuous learning. Focused leaders on empowering others rather than competing internally.

Impact:

Improved employee engagement and teamwork. Accelerated innovation and business growth. Helped transform Microsoft into one of the world's most valuable and admired companies.

Leadership Lesson: Great leaders create a culture where people can learn, collaborate, and do their best work.

The Ripple Effect: Good vs. Bad Leadership

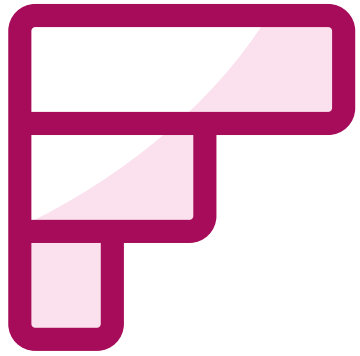
Poor Leadership Example: Elizabeth Holmes (Theranos)

Situation: Elizabeth Holmes founded Theranos with the vision of revolutionizing blood testing. The company quickly attracted investors, employees, and widespread media attention.

What She Did: Fostered a culture of secrecy and fear. Discouraged employees from challenging decisions or raising concerns. Prioritized maintaining the company's image over transparency. Failed to address growing concerns about the company's technology and results.

Impact: Loss of trust among employees, investors, customers, and the public. Collapse of the company. Significant financial, legal, and reputational consequences.

Leadership Lesson: Without transparency, accountability, and trust, even the most ambitious vision can fail.



What has the greatest impact on an organization's success: a leader's vision or the culture they create?



What are key traits of effective leaders?

From Chaos to Inspiration: The Impact of Leadership

Small group activity:

Discuss examples of good leadership experiences, the impacts on you, and the organization



The Cost of Poor Leadership

What are the costs?

From Chaos to Inspiration: The Impact of Leadership

5 Behaviors That Can Damage Your Leadership Impact

1. Micromanaging
2. Inconsistent expectations
3. Avoiding difficult conversations
4. Failing to recognize contributions
5. Not seeking or accepting feedback



What other behaviors That Can Damage Your Leadership Impact?

Building Better Leaders

Turning Insight into Action: Strategies for Personal and Team Growth

1. What can we do differently starting tomorrow?
2. Building Positive Leadership Habits
3. ?

Building Better Leaders

1. Lead by Example:
 - Demonstrate Integrity, accountability, and dedication are key
2. Encourage Decision-Making:
 - Empower team members
3. Provide Constructive Feedback:
 - Focus on specific actions and outcomes rather than personal traits

Building Better Leaders

4. Set Personal Development Goals:

- Identify areas for growth and set SMART goals

5. Seek Mentorship:

- Find a mentor who can provide guidance, support, and insights

6. Practice Self-Reflection:

- Regularly reflect on your actions, decisions, and behaviors

Building Better Leaders

1. Foster Collaboration:

- Encourage teamwork and collaboration and create opportunities

2. Celebrate Achievements:

- Recognize and celebrate accomplishments

3. Promote a Positive Work Environment:

- Create a supportive and inclusive atmosphere

Building Better Leaders

1. Create your Leadership Action Plan
2. What is one thing you commit to in the next 3 months to be a better leader?
3. Who is your Accountability Partner?

Building Better Leaders

After today's discussion, what type of leader do you aspire to be?

Wrap-Up and Q&A

- **Thank you!**



Continue the Conversation

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