

Leading from Within: *The Art of Self-Reflection*

Dr. Wendy Johnson



Welcome and Overview



Session Description

Leading from Within: The Power of Self-Reflection - This transformative session will empower leaders to harness the power of introspection for greater effectiveness. In today's fast-paced workplace, successful leadership requires more than managing tasks, it demands self-awareness, emotional intelligence, and authenticity.

Participants will explore how self-reflection enhances clarity, empathy, and purpose, gaining tools to identify values, strengths, and growth opportunities. Through interactive exercises and actionable strategies, attendees will learn to integrate self-reflection into their daily routines to boost decision-making and leadership impact.

Whether you're an experienced leader or just starting out, this session equips you with the insights and strategies needed to inspire others, build trust, and navigate challenges with confidence. Unlock your leadership potential by starting from within.

Session Outcomes

- Learn the impact of self-reflection on leadership effectiveness, particularly in enhancing decision making and problem-solving skills.
- Learn techniques to better manage your emotions and effectively handle difficult conversations.
- Learn self-reflective practices within teams to improve communication, collaboration, and team performance.

Professional Experience/Relevance

- Wendy Johnson “aka” Dr. Wendy
- PhD Administration & Management
- Graduate of Leadership Houston – Class XXIV
- Workforce Development Strategist
- Over 20 years of academic administrative and training experience
- Vice Chancellor, Dean, VP Academic Affairs, Director Faculty Management, Academic Dean, Regional Dean Academic Affairs, Executive Trainer and Director Academic Affairs/Chief Academic Officer
- Taught various graduate and undergraduate level leadership, career development, organizational development and doctoral research courses.
- Authored 2 books and written several articles
- Consulting Business
- LinkedIn and IG

House Keeping & Insight



- Engage and pay attention
- Interact and be present
- Think quick on your feet
- Candor & transparency
- Effective Leadership Development + Being Uncomfortable = GROWTH
- Why am I here? **Transform your leadership abilities!**

Today's Agenda

- Welcome and Overview
- Leadership Self-Assessment
 - Leadership
 - Style and value
 - Courage
 - Emotional Intelligence
- Development Strategies
- Role Play
- Action planning
- Q&A



WHAT IS LEADERSHIP



What is leadership?



...the ability to lead, influence or guide individuals, teams, groups or entire organizations.



What makes YOU a leader...



Impactful leadership traits/qualities



- Self awareness
- Communication
- Problem solver
- Empathy/Active Listener
- Courage
- Proactiveness
- Resilience

Something to THINK about...



Relay

Who's Up...



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Role Play #1 – Emotional Check-In

Scenario: You're unexpectedly asked to present your team's progress at a high-stakes divisional meeting. You feel overwhelmed and unprepared.

Participants:

- Divisional Leader
- Administrator (requested the meeting)

Non-participants: Listen and be ready to provide feedback.

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WHEN YOU
STAY READY
YOU DON'T
HAVE TO
GET READY

Let's talk... Leadership Values



LEADERSHIP

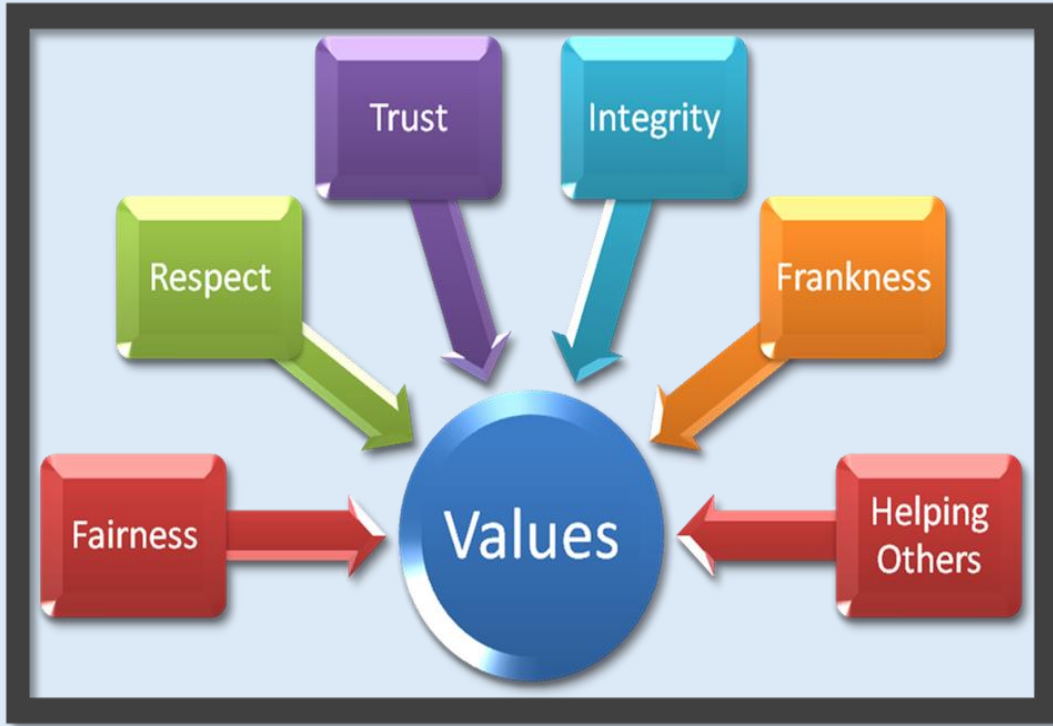
leadership



Values

excellence honesty trust growth achievement faith openness success quality service integrity rules ethical teamwork innovation conduct collaboration personal growth accountability consistency commitment correctness organisation participation

What are Leadership Values



- Leadership values are the core beliefs and principles that guide leaders and managers in their personal and professional lives.
- Your values are the things you believe are most important to achieving your goals and being happy.
- Leadership values can connect closely to both your personal and professional core values.
 - For example, being ethical and empathetic may be personal values however, if applied to your leadership style, may also allow you to succeed as a leader.

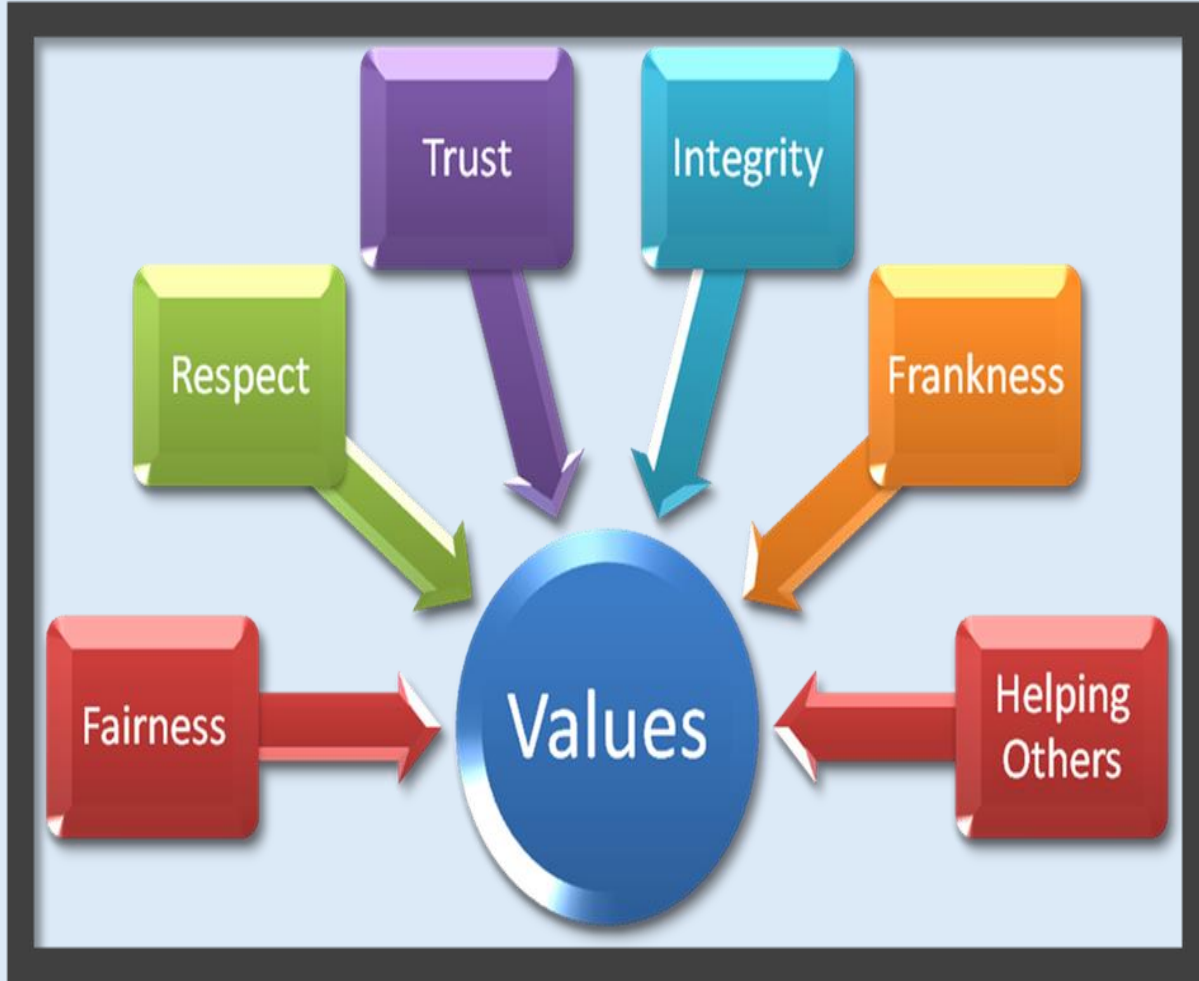
Why Are Leadership Values Important



- Plays an important role in guiding how you make decisions and what actions you take daily.
- Helps you grow and develop both personally and professionally.
- Helps build respect and trust among your team.
- Creates the foundation for you to influence your team in a **positive way** that encourages high performance and excellence.



List of Values



- Influence
- Vision
- Honesty
- Passion
- Integrity
- Dedication
- Empathy
- Personal Development
- Service
- Respect
- Resilience
- Adaptability
- Authenticity
- Humility

What's Important to You...

Here are a few...

- **Influence:** The capacity to impact the character, development, or behavior of someone.
- **Vision:** The ability to think about or plan the future with imagination or wisdom.
- **Honesty:** The quality of being free of deceit and untruthfulness; sincere.
- **Integrity:** The quality of being honest and having strong moral principles; moral uprightness.
- **Empathy:** The ability to understand and share the feelings of another.
- **Respect:** A feeling of deep admiration for someone, or something elicited by their abilities, qualities, or achievements.
- **Adaptability:** The ability to adjust to new conditions.

QUESTION...



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Leadership Style Specifics

Now that we've discussed "Values," is there anything you would approach differently if you were to revisit the first role play?

Relaplay

Who's Up...



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Role Play #2 – Team Tension Talk...

Scenario: Your team seems disengaged and frustrated after recent planning meetings. A team member expresses feeling unheard.

Participants:

- Team Leader (initiated a reflective conversation)
- Team Member (expressed feeling unheard)

Non-participants: Listen and be ready to provide constructive feedback.

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LEADERSHIP STYLES



Various Leadership Styles



- Democratic
- Autocratic
- Laissez-Faire
- Strategic
- Transformational
- Transactional
- Coaching
- Bureaucratic
- Situational



Leadership Style Specifics

- **Democratic – (Participative)** – Value input from their teams and invite employees to be a part of the decision-making process. Listeners; create environments of open-minded communication, collaboration, and transparency.
- **Autocratic (Authoritarian)** - Have all the decision-making power, typically excluding employees from the decision-making process and dictating work processes and goals.
- **Laissez-Faire (Delegative)** - Least intrusive forms of leadership. Avoids micromanagement and delegates initiatives to employees. Strong proponents of autonomy and flexibility. Hands-off approach -
- **Strategic** - Aim to guide their organization toward its long-term goals. Creates a forward-thinking, agile, and adaptable organization that can thrive in today's dynamic business landscape. Requires vision, competitive awareness, and adaptability.
- **Transformational (Visionary)** - Focus on getting their teams to buy into the vision and unite over a shared sense of purpose. Supportive, uses empathy, recognition, and empowerment to energize their teams.

Leadership Style Specifics

- **Transactional (Managerial)** - Emphasis on organization, supervision, performance, compliance, and meeting goals, and utilizes rewards and penalties to motivate people.
- **Coaching** — Focuses on identifying and nurturing the individual strengths of each member of the team and developing strategies that will enable teams to work better together. Emphasizes individual employees' success.
- **Bureaucratic** — Follow the rules. Unlike autocratic leadership, they might listen and consider the input of employees, but they might reject input that doesn't align with company policy or past practices.
- **Situational** - Change their management style to meet the needs of the situation or team. Involves analyzing specific situations, assessing the competence and commitment of individuals, and adjusting the leadership approach accordingly. It is proactive and recognizes that change is the only constant.

What's Your Leadership Style



WHAT'S YOUR LEADERSHIP STYLE?

LEADERSHIP STYLES



What are Leadership Styles



- A leaders' methods and behaviors when directing, motivating, and managing others.



- A person's leadership style also determines how they strategize and implement plans while accounting for the expectations of stakeholders and the well-being of their team.

Why It's Important to Know the Various Styles



Enhances Self-Awareness: Helps recognizing your strengths and weaknesses. It allows you to understand how your behavior and decision-making process affect others.

- **Improves Communication:** Helps you tailor your communication in a way that is most effective for your team. This can lead to clearer expectations, better team alignment, and more efficient problem-solving.
- **Facilitates Better Team Dynamics:** Allows you to understand how you naturally interact with others and manage team dynamics.

Leadership Courage



COURAGE



What is Courage...



...the ability to confront fear, uncertainty and adversity head on. Entails making tough decisions, taking strategic risk and doing the right thing.



Traits of a Courageous Leader...

COURAGE

is not the absence of fear
but the acquired ability
to move beyond fear.

**It's easy
to stand with
the crowd.
It takes
Courage
to Lead.**

- Resilient
- Decisive
- Transparent
- Inspirational
- Visionary
- Accountable

Hmmm...

IS THIS YOU?

QUESTION...



Leadership Style Specifics

Reflect on a time when you took a courageous stand as a leader—what happened?

Emotional Intelligence (EI)



What is Emotional Intelligence (EI)...



...the ability to understand and manage your emotions, as well as recognize and influence the emotions of those around you.



5 Elements of EI

SOCIAL SKILLS SELF-AWARENESS SELF-REGULATION EMPATHY MOTIVATION



EMOTIONAL INTELLIGENCE

5 Elements of EI

Social skills – enables effective communication, collaboration, and relationship-building.

- Empathy – understanding and sharing the feelings of others.
- Motivation – Maintaining a positive mindset, being professionally infectious/cultivate drive and setting goals.
- Self Awareness – recognizing and understanding your own emotions.
- Self Regulation – managing your emotions appropriately – not suppression just expressing them at the right time and place.



QUESTION...



Leadership Style Specifics

Reflect on an experience where emotional intelligence helped guide your actions or decisions.

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Development Strategies...



What's the impact of self-reflection on leadership



- Improved Self Awareness – better understanding of your strengths and weakness.
- Enhanced decision making – reflecting on past decisions helps leaders make more informed and thoughtful choices in the future.
- Increased adaptability – helps leaders become more flexible/open to change and adapting their approaches as needed.

What's the impact of self-reflection on leadership



- Continuous improvement – “regular” self-reflection fosters a mindset of continuous learning and personal development.
- Enhanced problem solving – by analyzing past challenges, leaders develop more effective strategies for addressing future issues.
- Improved team dynamics – leaders who practice self-reflection tend to create a more supportive and collaborative team environment by modeling reflective practices and encouraging team members to do the same.

What's needed to manage emotions and difficult conversations



- Prepare and plan
- Active listening
- Be present and mindful of body language
- Stay calm and composed
- Seek solutions not blame

What's needed to improve communication, collaboration, and team performance



- Establish clear goals and expectations
- Active listening (common thread)
- Regular check-ins – conduct regular one on ones and team meetings to discuss progress, address any issues and provide support.
- Invest in professional development – offer training and development opportunities to help team members enhance their skills and grow in their roles.
- Lead by example – as the leader demonstrate effective communication, collaboration and work ethic through your actions. This sets a positive example for the team to follow.

Next Steps...

Now it's Time...



Next Steps...



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Resources

Knight, R., 8 Essential Qualities of Successful Leaders, Harvard Business Review, (2023).

Landry, L., Why Emotional Intelligence is Important in Leadership, Harvard Business School Online, (2019).

Center of Creative Leadership, The Characteristics of a Good Leader, (2024).

THANK You!



713-502-4795



www.managingfromafar.com



info@managingfromafar.com



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