



Department of Ohio American Legion

Next Level Leadership

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Learning Objective

- What is Leadership
 - What makes a “**Strong**” Leader
 - What it means to be a Leader in the American Legion
 - Recognizing Talent
 - Group Exercise
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Leadership Is Influence



What is Leadership?

Leadership is the process of influencing people and providing an environment for them to achieve team or organizational objectives.



The “Key” Ingredients



VISION + MEMBERS + INFLUENCE = LEADERSHIP

Who is a Leader?

A leader is a person who has a vision, a drive and a commitment to achieve that vision, and the skills to make it happen.

The Difference

Managers

Administer

Maintain

Control

Short-Term View

Initiate

Ask How & Win

Accept the status quo

Do things right

Leaders

Innovate

Develop

Inspire

Long-term View

Ask What & Why

Originate

Challenge the status quo

Do right things

The Three Theories of Leadership

- The Great Man Theory
- The Trait Theory
- Transformational Theory



Leadership Styles

- A leadership style is a leader's method of providing direction, implementing plans, and motivating people
 - Various authors have proposed identifying many different leadership styles as exhibited by leaders in the political, business or other fields
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Common Leadership Styles

1

Coach
Motivational

2

Visionary
Progress-focused
and inspirational

3

Servant
Humble
and protective

4

Autocratic
Authoritarian
and result-focused

5

**Laissez-faire
or hands-off**
Autocratic
and delegatory

6

Democratic
Supportive
and innovative

7

Pacesetter
Helpful and
motivational

8

Transformational
Challenging and
communicative

9

Transactional
Performance-focused

10

Bureaucratic
Hierarchical
and duty-focused

What's your Focus as a Leader?



Looking to the Future



Managing your Post

- **Asset Management:** Acquires and administers human, material, and information resources to accomplish the mission
 - **Conflict Resolution:** Resolve individual and organizational differences to achieve a unified effort both internal and external to the team
 - **Talent Management:** Cultivate junior personnel and recognizes who can serve in positions of greater responsibility to grow future officers and leaders
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Develop Partnerships towards a Common Goal

- **Communication:** Conveys and describes facts or ideas in a clear, logical, and comprehensive manner both orally and in writing
 - **Collaboration:** Develops and fosters social networks and coalitions
 - **Influence/Negotiating:** Explores and articulates alternatives to gain support and acceptance for ideas, obtain resources, and elicit commitment and/or agreement
 - **Cultural Awareness:** Understands cultures beyond own national and organizational boundaries and is able to interact and lead in interagency, national, international, and inter-organizational domains
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Actions to Improve the Organization

Develop others with individual performance counseling.

In-progress Reviews.

After Action Reviews.



Summary

- What is Leadership
- What makes a “Strong” Leader
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Questions



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