

# 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

# **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

#### <u>Managers</u>

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

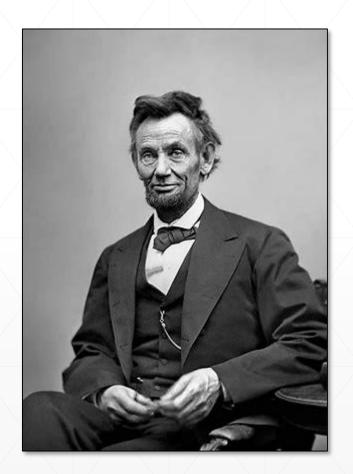
Challenge the status quo

Do right things



# The Three Theories of Leadership

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





# **Leadership Styles**

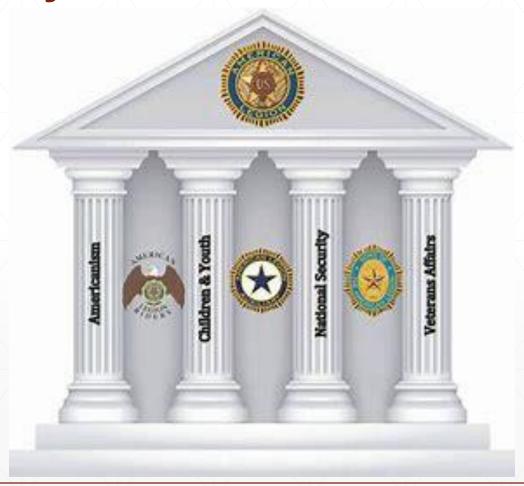
- A leadership style is a leader's method of providing direction, implementing plans, and motivating people
- Various authors have proposed identifying many different leadership styles as exhibited by leaders in the political, business or other fields







# 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



#### **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 interorganizational domains



#### **Actions to Improve the Organization**

Develop others with individual performance counseling.

In-progress Reviews.

After Action Reviews.





#### Summary

- What is Leadership
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#### **Questions**



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