



# អង្គការ កម្មវិធីអភិវឌ្ឍន៍ធនធានយុវជន Youth Resource Development Program

## LEADERSHIP ACADEMY

**Play > Lead > Share**

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# Leadership



## Direction—Alignment—Commitment (DAC)

### Direction

Agreement on overall goals, aims and mission

### Alignment

Organization and coordination of knowledge and work

### Commitment

Willingness to subsume individual interests / benefits within collective interests / benefits



*“Character may be manifested in the great moments, but it is made in the small ones.”*

—WINSTON CHURCHILL

## The Seven Responsibilities of Leadership





## The Seven Qualities of Leadership

- 1 Vision:** The Most Important Single Quality of Leadership
- 2 Courage:** The Second Quality That Leaders Have in Common
- 3 Integrity:** The Most Respected and Admired Quality of Superior People and Leaders in Every Area of Activity
- 4 Humility:** Leaders Have the Security and Self-Confidence to Recognize the Value of Others
- 5 Foresight:** Leaders Have the Ability to Look Into the Future and Anticipate What Might Occur
- 6 Focus:** The Ability to Focus Personal and Corporate Energies and Resources in the Most Important Areas Is Essential to Leadership
- 7 Cooperation:** The Ability to Work Well with Others Is Essential for Effective Leadership

# Social Identity



<b>Where you were born</b>	<b>Your physical characteristics</b> (For example: height, hair color/type, disabilities, weight, etc.)	<b>Your family role</b> (For example: mother, son, daughter, sister, etc.)
<b>Your religious or spiritual affiliation</b>	<b>Your health status or history</b> (For example: cancer survivor, living with HIV, etc.)	<b>Your major or career interests</b> (For example: engineering, social work, etc.)
<b>Your hobbies</b> (For example: travel, sports, artistic pursuits, etc.)	<b>Your current employment status</b> (For example: full-time, part-time, unemployed, retired, etc.)	<b>Your age or the generation you belong to</b>
<b>Your political affiliation</b>	<b>Your ethnicity or race</b>	<b>Your socioeconomic status or class</b>
<b>Your educational experience</b> (For example: schools you attended, the type of education you received, etc.)	<b>Your gender</b>	<b>Your professional certifications</b> (For example: life guard, scout, CPR, etc.)
<b>Your beliefs about social issues</b>	<b>Your participation in sports</b>	<b>Your role in the community</b> (For example: volunteer, holding public office, activist, etc.)
<b>Your family, ancestry or tribe</b>	<b>Your place of residence</b> (For example: city, region, country, etc.)	<b>Specific life experiences</b> (For example: surviving a natural disaster, being a caregiver for someone who was dying, winning the lottery, etc.)
<b>Your vocation</b> (For example: an inner urge to pursue an activity or perform a service that might not necessarily be connected to your work or source of income. A calling or a mission, etc.)	<b>Your national culture</b>	<b>Your participation in clubs or organizations</b>

# Mental Models



“ Watch your **thoughts**; they become **words**. Watch your **words**; they become **actions**. Watch your **actions**; they become **habits**. Watch your **habits**; they become **character**. Watch your **character**; it becomes your **destiny**.”

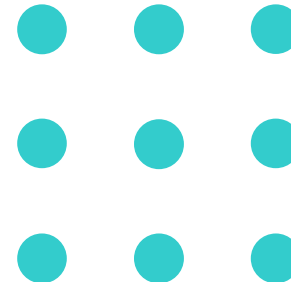
— Frank Outlaw “

## Fixed and Growth Mindset

Challenges, Obstacles, Effort, Criticism, Success of others

### Nine Dots

**Directions:** Connect the 9 dots with 4 straight lines without lifting the pen from the paper or going back on yourself.



# Values & Actions



- What are **my values**?
- Where do **my values** come from?
- What is the **connection between values, actions, and effective leadership**?

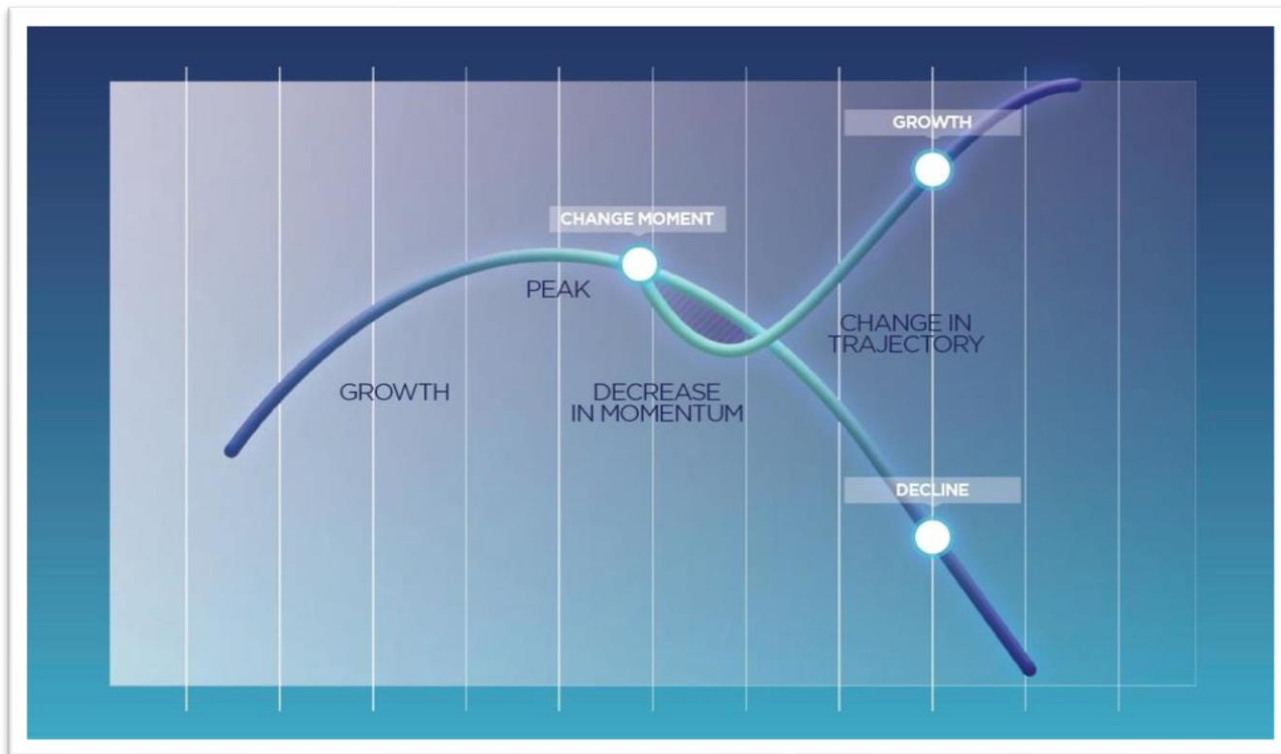
Top 10 Ways You Spend Your Time During the Week




# Change Happens



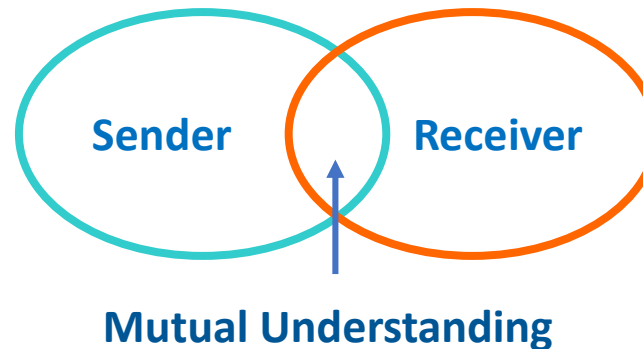
- How can I prepare myself to manage change in my life?
- How do fixed and growth mindsets influence learning?



# Communication & Feedback



## Communication Model



## How to Give Feedback: S-B-I

<b>Situation</b>	Specific time and place	Feedback should be grounded in time and place, the more recent the better. Avoid generalizations like, "This always happens."
<b>Behavior</b>	Observable actions	This refers to the specific, observable behavior that occurred. It is not an interpretation of behavior. Think of it like a photo or a video of the action.
<b>Impact</b>	Feelings, thoughts, or consequences	Explain the impact the behavior had on you, how it made you feel. This focus takes away "blame" and enables the other person to understand how their actions affected you.

# Working in Teams



- How does D-A-C apply to working in teams?
- How can I be more effective as a team member or leader?
- What are some strategies for coping with challenges that face a team?

*“A clear vision, backed by definite plans, gives you a tremendous feeling of confidence and personal power.” —BRIAN TRACY*



## References

- Brian Tracy. “[How the Best Leaders Lead](#)” HD57.7.T724: Proven Secrets to Getting the Most Out of Yourself and Others, American Management Association, Amacom 2010.
- [The Center for Creative Leadership](#). © All rights reserved.

# Thanks You



## *Thanks you for Attention!*

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*“The only limit to our realization of tomorrow will be our doubts of today. Let us **move forward** with **strong** and **active faith**.”*—FRANKLIN DELANO ROOSEVELT