

***Self-Leadership – Where are you  
Heading?***

***Presented by:  
Dolores Ventura, P.E.***

# ***Introduction***

- ***My Strengths: Input, Responsibility, Maximizer, Harmony, Learner***
- ***Graduated 1999 from SDSU***
- ***MEP Alum***
- ***Majored in Civil Engineering***
- ***Currently work at IEC (water/wastewater design and construction)***

# ***Topics Covered***

- ***Define a Leader***
- ***Leadership Compass***
- ***Checking our Internal Gauges***
- ***Checking our Motivation***
- ***Focus on Your Strengths***
- ***Growing into a Great Leader***



***In two words or less, how would you describe a leader?***

# ***Define a Leader***

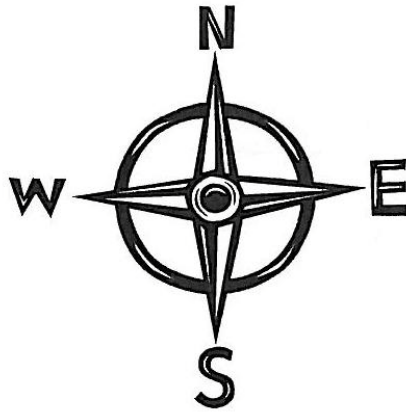
- ***Influential – that’s it!***
  - ***People like them***
  - ***People follow their cause***
  - ***People know they care about them***
- ***True Leadership vs Tyranny***
  - ***“The important thing to remember is that true leadership and induced behavior have an inherent tendency to the good, while tyranny (dominator management) and compelled behavior have an inherent tendency to evil.” – Dee Hock***
- ***Leadership is developed, not discovered.***  
– ***John Maxwell***

# Leadership Compass

---

---

%



---

---

%

---

---

%

# *Leadership Compass*

- *Dee Hock's Results*
  - *25% North*
  - *20% East & West*
  - *5% South*
  - *50% Themselves*
- *The most important person you will ever lead – Yourself!*
- *“Lead yourself, lead your superiors, lead your peers and free your people to do the same. All else is trivia.” – Dee Hock*

# ***Checking our Internal Gauges***

- ***Heart Gauge***
  - *Is my passion hot?*
- ***Head Gauge***
  - *Is my assignment clear?*
  - *Is my vision clear?*
  - *What motivates me?*
- ***Hearing Gauge***
  - *Are my ears open to learning?*
- ***Healing Gauge***
  - *Is my pride (ego) subdued?*
  - *Are my fears diminishing?*
- ***Healthy Habits***
  - *Is my pace sustainable?*
  - *Are my strengths developing?*
  - *Do I have friends that encourage me?*

# ***Checking our Motivation***

- ***What motivates most people?***
  - ***Significant Contributions***
  - ***Goal Participation***
  - ***Positive Dissatisfaction***
  - ***Recognition***
  - ***Clear Expectations***
- ***What motivates you?***

# ***Checking our Motivation***

- ***“Compensation: Money motivates neither the best people, nor the best in people. It can rent the body and influence the mind but it cannot touch the heart or move the spirit; that is reserved for believe, principle, and ethics.” - Dee Hock***

# *Focus on Our Strengths*

- *Get old ideas out of our head to make room for innovation*
- *Memorize strengths*
- *Share strengths with others*
- *Learn more about your strengths*
- *Find friends who are further along in using their strengths (mentors, advisors, etc)*

# ***Growing into a Great Leader***

- ***Read all you can on leadership***
- ***Go where leadership is taught and talked about***
- ***Get next to leaders who are further along than you***
- ***Revisit your gauges consistently***
- ***No matter where you're at, take responsibility for your growth***
- ***Ask yourself, what is my next point of growth?***
- ***Be patient and in time you will shine!***

# ***Resources***

- ***Developing the Leader Within You by John C. Maxwell***
- ***The Art of Chaordic Leadership by Dee Hock***
- ***Leadership is an Art by Max Depree***
- ***Emotional Intelligence by Daniel Goleman***
- ***MESA Program***
- ***University Counselors and Advisors***



***Questions***

***Dolores Ventura***

***[dventura@iecorporation.com](mailto:dventura@iecorporation.com)***