Doing Your Own Work: Becoming a More Authentic Leadership Educator

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What is Authentic Leadership?

Research & Theory
Authenticity

Owning one’s personal experiences, be they thoughts, emotions, needs, wants preferences or beliefs, processes captured by the injunction to ‘know oneself’ and “further implies that one acts in accord with the true self, expressing oneself in ways that are consistent with inner thoughts and feelings.”

(Harter, 2002, pg 382)
Authentic Leaders

Those who are deeply aware of how they think and behave and are perceived by others as being aware of their own and others’ values/moral perspectives, knowledge, strengths; aware of the context of which they operate; and who are confident, hopeful, optimistic, resilient and of high moral character

(As cited in Avolio, Gardner, et al. 2004)
Relationship to Other Theories

- Transformational Leadership Theory
- Behavioral Theory of Charismatic Leadership
- Self-Concept Based Theory of Charismatic Leadership
- Servant Leadership Theory
- Spiritual Leadership Theory
Why is it important to do our own work as professionals?
What are the challenges, both external and internal, to being an authentic leadership educator?
Dimensions of Authentic Leaders

- Understanding your purpose
- Practicing solid values
- Leading with heart
- Establishing connected relationships
- Demonstrating self-discipline

(The Journey to Authenticity by Bill George, 2004)
Five Areas of Personal Development as a Leader

- Self-Awareness
- Values
- Motivations
- Support Team
- Integrated Life

True North by Bill George, 2007
Self-Awareness

• What is my story?
• What are my strengths and developmental needs?
• How is this apparent to others?
• How do I develop this area?
• How do I role model this for students?

(George, 2007, pg 66)
Values

• What are my most deeply held values?
• What principles guide my leadership?
• How is this apparent to others?
• How do I develop this area?
• How do I role model this for students?

(George, 2007, pg 66)
Motivations

• What motivates me?
• How do I balance external and internal motivations?
• How is this apparent to others?
• How do I develop this area?
• How do I role model this for students?

(George, 2007, pg 66)
Support Team

- Who are the people I can count on to guide and support me along the way?
- How is this apparent to others?
- How do I develop this area?
- How do I role model this for students?

(George, 2007, pg 66)
Integrated Life

- How can I integrate all the aspects of my life and find fulfillment?
- How is this apparent to others?
- How do I develop this area?
- How do I role model this for students?

(George, 2007, pg 66)
Fundamental Questions

In your group, please share with one another your responses to the questions posed on the handout.
Share with us

How do I develop this area?
who do you want to be?
References


