



LEADERSHIP IN ACTION

Developing Rising Stars

Championed by Phi Sigma Pi Foundation

Participant's Workbook

My Facilitator

Phi Sigma Pi Leadership in Action

phisigmapi.org/lia
lia@phisigmapi.org

Course Objectives

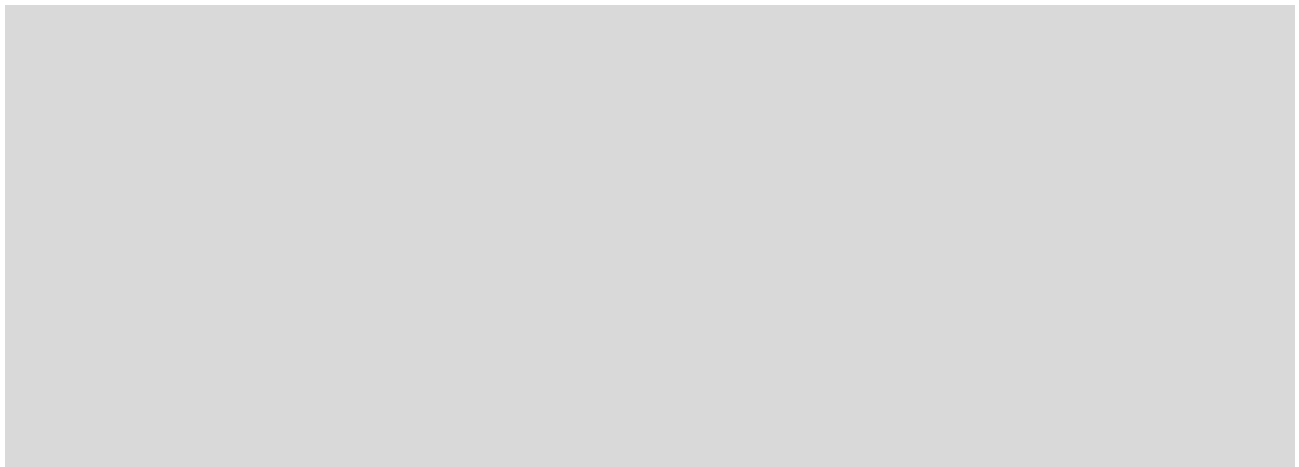
- Discussing important qualities for a leader to have
- How to create a succession plan for new leaders
- Becoming and inspiring the future leaders of your Chapter

Leadership Qualities

1. Honesty and integrity
2. Clearly communicates expectations
3. Recognizes and rewards achievements
4. Adapts to changing circumstances
5. Inspires others
6. Puts the right people in the right roles
7. Passion to succeed
8. Articulates long-term vision
9. Persuades and encourages others
10. Accepts responsibility for success/failures

Leadership Qualities Important to You

Instructions: Create a list of the 10 most important leadership qualities, you can reference the qualities above but also think of other qualities not listed.



Succession Planning

The process for identifying and developing those with leadership potential, within your Chapter, to fill leadership positions when they become available.

Benefits	Mistakes	Consequences
<ul style="list-style-type: none">· Assures continuity of leadership· Avoids transition problems· Reduces Officer/Chair resignation· Prepares Members to run for positions	<ul style="list-style-type: none">· Focusing only on technical skills· Overlooking Members who don't appear to fit the position· Failing to offer proper training· Not aligning leadership development efforts with Chapter goals· Not holding Officers/Chairs accountable	<ul style="list-style-type: none">· Poor Chapter performance· Limited ability to achieve Chapter goals· Higher attrition and Chapter instability· Loss of critical Chapter knowledge

Instructions: Individually, answer the questions below.

What is an example of a benefit of Succession Planning your Chapter already does?

Which one of the mistakes and one of the consequences could your Chapter do better?
How are you going to make it better?

Keys to Success

Create leadership development opportunities for all

Share key values and competencies for positions to all Members

Actively develop rising stars

Instructions: Discuss in groups, as Leaders, how can you and your Chapter create opportunities for Members who have the potential to take on leadership roles?

Time to Reach Out

Instructions: Individually, I want you to write down the names of Members or soft skills you would like to gain in the boxes that match each category. These are the people you will want to connect with.

Members who are ready for leadership advancement or who you can reach out to, to discuss your leadership advancement	Members who, with soft skill training, could be successful at leading your Chapter or what soft skills training you would like for yourself

3-2-1 Action Plan

What are three new things that I learned today that I can incorporate into my life?

1.
2.
3.

Based on your answers to question 1, what are 2 things that you will definitely do?

1.
2.

Based on your answers to question 2, create a S.M.A.R.T (specific, measurable, attainable yet challenging, realistic, and targeted completion date) goal to accomplish in the next 21 days.

In the next 21 days, I will...

--

When you complete this goal, create another for your other answer to question 2.

--