Leadership

Areas of Leadership

- Management of Self
  - Personal characteristics
  - Effectiveness, skills
- Interpersonal Relations
  - Communication
  - See beyond self (non self-centered)
- Organizations
  - Vision
  - Focus

A BYU chemical engineer is a leader in a globalized society because he/she:

- Is reliable and can be counted on to accomplish tasks in a manner that exceeds expectations.
- Takes initiative rather than waits for assignments.
- Develops a vision in his/her scope of responsibility.
- Identifies problems *and* solutions.
- Understands the personality traits of self and others and can work with others in accomplishing tasks.

- Is culturally sensitive and works effectively with people from diverse backgrounds.
- Takes time to evaluate personal performance as a team member and improves when needed.
- Gives honest feedback to others and helps them succeed in their responsibilities.
- Receives criticism and makes changes where appropriate.
- Follows as well as leads.
- Demonstrates a good attitude on life and is pleasant to work with.

Class Activity

- Break into groups of 3-4
- Discuss good and bad examples of each leadership trait
  - Group leader
  - Group scribe
  - Innovator
- Any other traits that should be on the list?

Leader vs. Manager

Leader	(Bad) Manager
• Not necessarily in charge	• Wants to be in charge (entitled)
• Inspires	• Mandates
• Innovates	• Bureaucracy
• Loving/caring	• Business-like

Recent Feedback from the Industrial Advisory Board for the BYU ChE Department:

- **Leadership is "Owning Your Stewardship"**
  - Not waiting to be told what problems to work on
  - Proactively identifying problems (things that should be improved)
  - Proactively going after solutions
- **Leadership is Striving for Improvement in People**
  - Being sensitive to cultural differences
  - Giving honest feedback to others and helping them succeed
  - Receiving criticism positively yourself and making appropriate changes
- **Every person should be a leader within his/her own sphere of influence**

Leadership is influencing other people

- **Most of your colleagues will not live LDS standards**
  - lifestyle, language, habits
- **Temptation: mostly interact/socialize with other LDS colleagues**
  - limits your influence/leadership professionally
    - rated as negative
  - limits your influence/leadership spiritually
    - we can't be a light in the darkness unless we go to where the darkness is
    - you do not have to adopt their attitudes and actions
- **Find/encourage the good in all of your colleagues**
- **Foster genuine friendships (spend time) with all of your colleagues**