

Becoming an Exceptional Leader



RD MENTORSHIP
PROGRAM



Learning Objectives



- Identify leadership skills and attributes of an effective leader
- Identify what separates a good leader from an exceptional leader
- Apply exceptional leadership skills to mentoring relationships

Defining Leadership

Leadership is defined as the ability to influence and guide followers or members of an organization





Poll time

True or False: both mentors and mentees can be leaders

Leadership Characteristics refer to the personal traits possessed by a leader

Examples of leadership characteristics:

- Honesty
- Competency
- Creativity
- Open-mindedness
- Emotional Intelligence
- Inspiring

Leadership Characteristics

Competency



Leaders are expected to possess sufficient knowledge and skill in their area of practice

Leaders should display integrity and they should be honest and sincere



Honesty

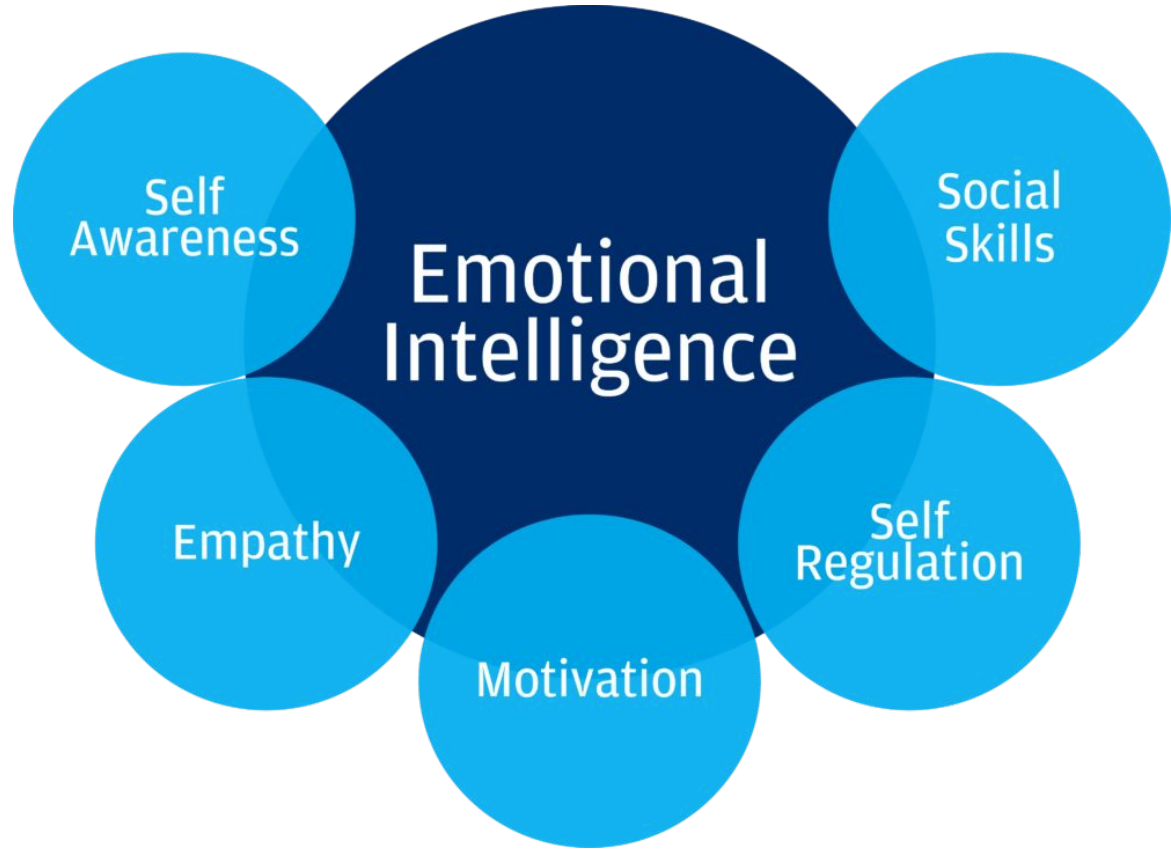


Open-mindedness



Leaders should be open-minded to see things from different perspectives, find innovative ideas and new opportunities

Emotional Intelligence



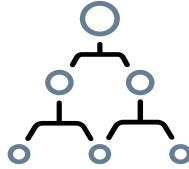
Leadership skills are abilities and strengths individuals exhibit that help them perform tasks effectively.

Examples of leadership skills:

- Delegating
- Listening
- Communication
- Negotiating
- Organizational
- Self-awareness

Leadership Skills

Delegating



Leaders are expected to delegate meaning assign authority to another person to carry out specific activities.

Leaders should communicate ideas and information effectively



Communication



Self-awareness



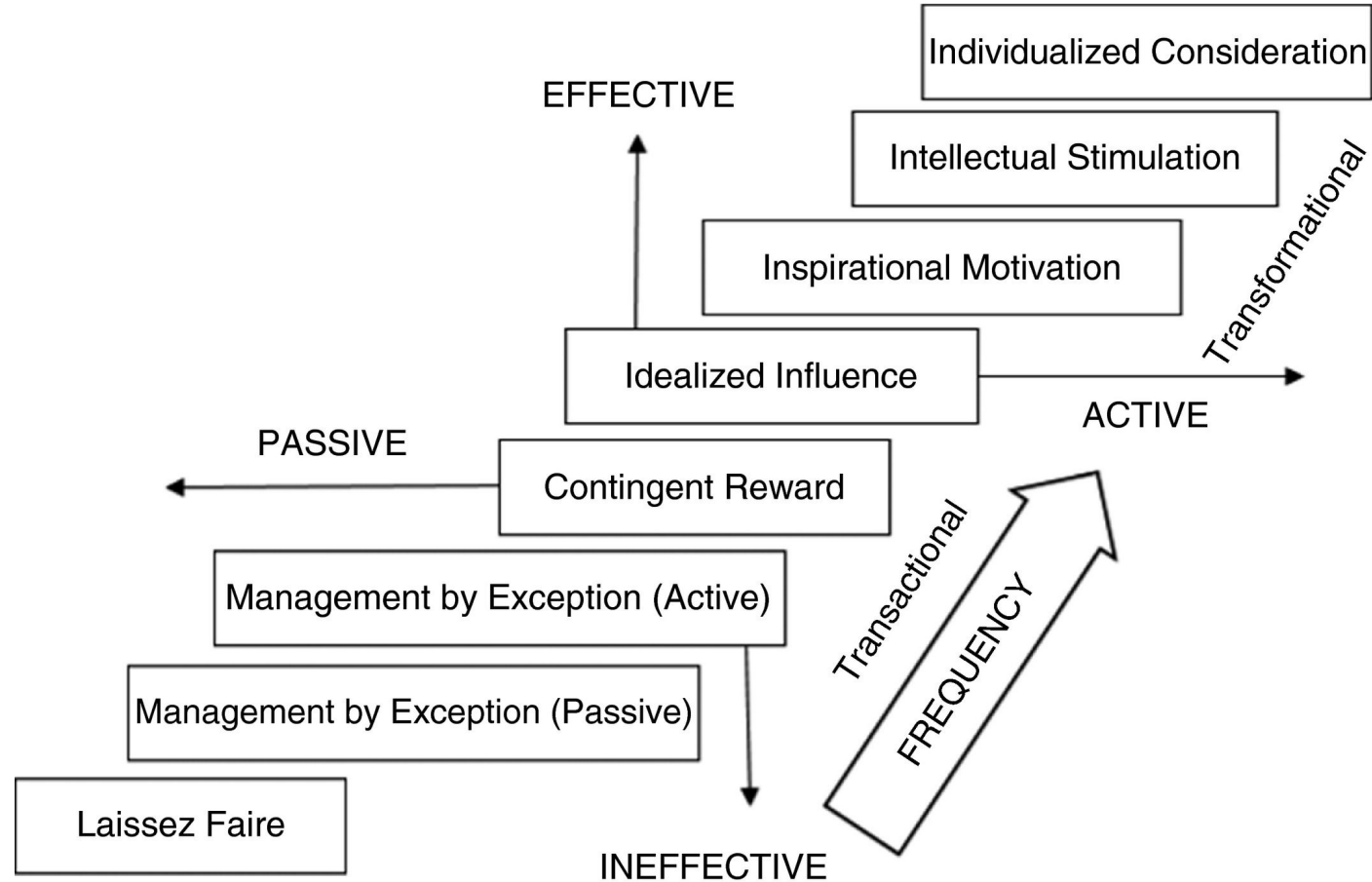
Leaders should understand how their behaviors impact their organization's outcomes



Break Out Room Prompt

**What characteristics do you feel separate
a good leader from an exceptional leader?**

Effective Leadership

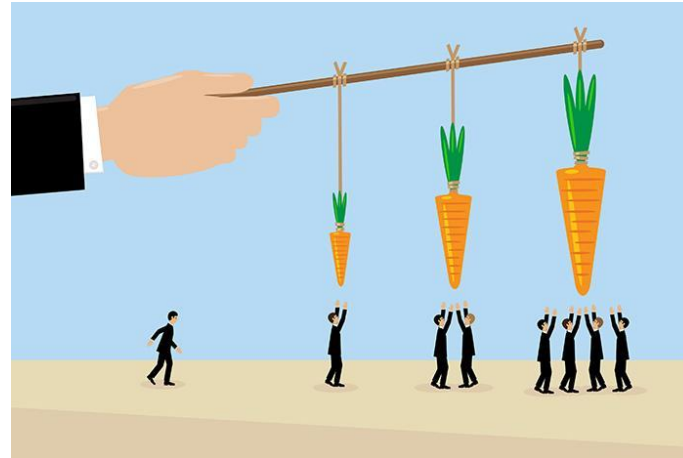


Transactional Leadership

A **transactional** leader is one that rewards or disciplines members of their organization on the basis of their performance.

Emphasizes

- work standards
- task completion
- employee compliance



A **transformational** leader encourages interest among employees and colleagues, inspires them to view things differently, and promotes awareness of the organization's mission

Emphasizes:

- idealized influence
- inspirational motivation
- intellectual stimulation
- individual consideration

Transformational
Leadership



How-To Be a Transformational Leader

Idealized influence

- Provide mission & vision
- Instill respect and trust within

Inspirational motivation

- Open communication on expectations
- Celebrate excellence and achievements (big and small)

Intellectual stimulation

- Promote autonomy and problem solving
- Allow creativity and idea sharing

Individual consideration

- Give personal attention
- Highlight diversity, inclusion and uniqueness



Break out room prompt

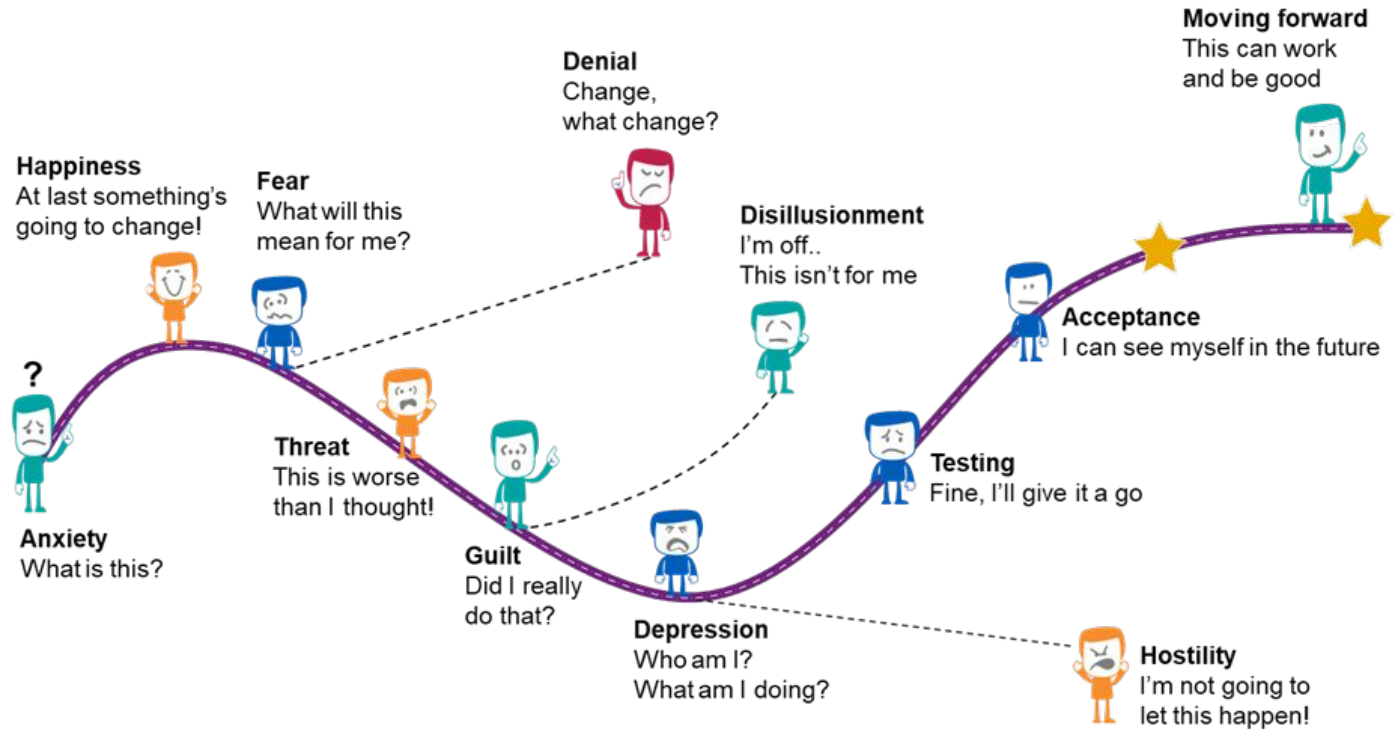
**How could various leadership qualities
be incorporated into mentorship
relationships?**

Padlet Activity

<https://padlet.com/rdmentorshipprogram/juy3wez2wfux7bwc>

The Change Curve

Change can cause a rollercoaster of responses and emotions



The 4 P's of change communication are:

1. Purpose- explain *why*
2. Picture- *describe* what the change may look like short and long term
3. Plan- *express* your vision and mission
4. Part- *identify* the role of each individual in relation to the plan

Change can go both ways:

- If leaders involve their team early, the team will treat change as an *opportunity*
- If leaders work independently on change, then the change becomes a *burden*

Opportunities for Leadership Involvement

Within the Academy of Nutrition and Dietetics

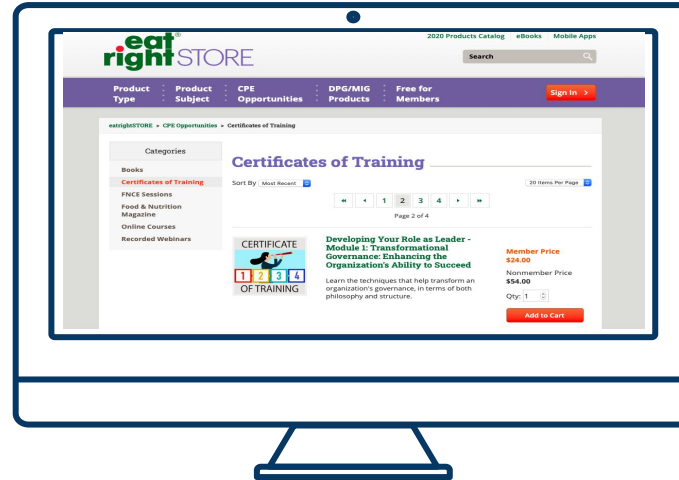
- Participate in DPG/MIG groups
- Be a preceptor for DI's
- Leadership Institute
- Student representatives in groups;
Student Scoop
- Student Host for FNCE
- Vote in the AND Elections



Outside of the Academy of Nutrition and Dietetics

- Participate in mentoring (e.g. RD Mentorship Program, peer mentoring)
- Participate in organizations and societies
- Voice your opinions (clubs, organizations, policy)
- Additional Training
 - Center for Creative Leadership
 - 7 Habits of Highly Effective People

The Academy of Nutrition and Dietetics Certificates of Training



CPE Opportunities

- The Academy's certificate of training "Advancing Your Role as Leader" includes a module that specifically focuses on exploring the relationship between leadership, coaching and mentoring
- Another certificate of training offered is "Developing Your Role as Leader"

Contributors TT. What is leadership? - Definition from WhatIs.com. SearchCIO.
<https://searchcio.techtarget.com/definition/leadership>. Published November 29, 2017. Accessed January 21, 2021.

The Core Leadership Skills You Need in Every Role: CCL. Center for Creative Leadership.
<https://www.ccl.org/articles/leading-effectively-articles/fundamental-4-core-leadership-skills-for-every-career-stage/>. Accessed January 6, 2021.

Transactional Leadership Theory. Communication Theory.
<https://www.communicationtheory.org/transactional-leadership-theory/>. Published June 12, 2019. Accessed January 20, 2021.

What Are the Characteristics of a Good Leader?: CCL. Center for Creative Leadership.
<https://www.ccl.org/blog/characteristics-good-leader/>. Published November 16, 2020. Accessed January 6, 2021.

References

Thank you!

Do you have any questions?

rdmentorshipprogram@gmail.com

www.rdmentor.com

CREDITS: This presentation template was created by **Slidesgo**, including icons by **Flaticon**, and infographics & images by **Freepik**.

