

# LEADERSHIP: MORE THAN A MEMBER

Air Force Identity Series  
Kirtland Air Force Base  
October, 2015



# Intention

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You will leave this workshop:

- 人 Equipped to influence others apart from your rank or your position
- 人 Clarify and own who you are as a leader and leverage that identity to influence others
- 人 Empowered to develop habits that will elevate your level of influence

# Introductions

- 1) What has you interested in being developed as a leader?
- 2) What do you expect to gain from this workshop?
- 3) What way of participating will ensure you get what you came for?
- 4) What can we expect from you in this workshop?
- 5) What are 2 words that describe how you want to be seen as a leader?

# Leadership (n.)

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- 1) Share about a person in your life that has influenced you personally or professionally.
- 2) What qualities or traits did they have?

## Discussion

*Who are the influencers in your life?*

# What's Your Level of Influence?

With a partner, explore the following questions with regard to your personal and professional life:

- 1) Who in your life are you effective at influencing?  
Who are you ineffective with?
- 2) In which situations do you feel like you have the most influence? In which situations do you feel like you have minimal influence?
- 3) What determines one's level of influence?

# Access to Influence

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**Competence** – How well do you perform the duties you are responsible for?

**Commitment** – In service of what purpose are you working or asking others to work?

**Integrity** – How reliable are you? Are your actions consistent with your word?

**Care** – To what extent do you pay attention to other people's concerns?

# Access to Influence: Competence

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Competence involves developing a high level of technical expertise. Others can trust you to deliver high-quality products.

- 人 Consider those areas where you experience a low level of influence
- 人 What skills or capacities could you develop to increase your level of competence?

# Access to Influence: Commitment

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Your commitment provides the “Why” for your work. What are you committed to that is bigger than you are. What is your work in service of?

- 人 Consider those areas where you experience a low level of influence
- 人 What would you say you are committed to in those areas? Do the people you are working with know what you are committed to?

# Access to Influence: Integrity

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Behavioral Integrity involves matching your actions with your words. It creates a high level of trust and reliability.

- 人 Think about one person with whom you would like to have more influence.
- 人 Identify an area where you are *out-of-integrity* with that person. This could be an area where you did not do what you said you would do or you did it late, or where you did not do something as you knew it was meant to be done.
- 人 How could you clean that up with that person? What agreement could you make moving forward that would restore trust in your word?

# Access to Influence: Care

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Caring for others involves being sensitive to what they are concerned about and actively working to fulfill on their concerns.

- 人 Think about one person with whom you would like to have more influence.
- 人 What does he/she care about? What is he/she concerned about?
- 人 Have you been demonstrating that you care about what they are concerned about?
- 人 How could you contribute to fulfilling those concerns?

# Sharing to Complete

- 1) With which people in your life would you like to increase your level of influence?
- 2) What actions will you take this week to enhance your influence with those people? What area will you focus on?
  - 1) Competence
  - 2) Commitment
  - 3) Integrity
  - 4) Care