

THE C’S OF GREAT LEADERSHIP

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# ABSTRACT

Becoming an “Agent for Positive Change” in this rapidly changing world, is vital to identify and develop positive leadership characteristics that become a habit and produce the greatest impact. Students today hear the word “Leadership” but do not always have a positive framework or model to help them develop in this area. According to The Employee Engagement Gallup Poll (2019), “a staggering 87% of employees worldwide are not engaged. Many companies are experiencing a crisis of engagement and aren't aware of it.”

Today’s global organizational leaders require more than ‘will’ and ‘gut’ to overcome these staggering figures. According to Friedman (2006),Leaders must demonstrate specific characteristics to correspond effectively in a mutual exchange with their followers to compete as global leaders in the 21st century.

Our hands-on, highly interactive seminar will help identify Great Leadership Characteristics each beginning with the letter “C”. Participants will receive tools to duplicate the exercise in their classroom.

**OBJECTIVES**

Leadership objectives

1. Demonstrate communication skills and the ability to interrelate with other
2. Distinguish ways to adjust one’s leadership style appropriate to the situation
3. Display the critical thinking skills and abilities to lead others toward leadership goals
4. Determine what leadership characteristics are important to self and others, and how they are implemented within leadership communities.

 As a result of participating, you will be better able to:

1. Identify your own leadership strengths (and areas to improve upon)
2. Understand the importance of the C values
3. Recognize, value and collaborate new fundamental values to help others excel.
4. Through the mnemonic method, be able to remember many leadership characteristics.

# PROCESS

**INTRODUCTION TO ASSIGNMENT. (5 minutes)**

The class will be divided into small groups, approximately 5 people per group. A list of the 40 “Cs of Great Leadership” characteristics will be given to each person.

**INDIVIDUAL WORK (8-10 minutes)**
First, each person in the group will individually choose and rank their top 10 leadership characteristics, 1 being most significant and 10 being least significant. After the individual ranking is completed, each person will share with the group their top 5 that they chose and why. (**5 minutes)**

**SMALL GROUP WORK (30 minutes)**
Next, the small group will work together through discussion, collaboration, and consensus to create a list of the group’s top 5 leadership characteristics. These will be ranked in order of importance. They will also write a brief description of what each word means to them, including an example as seen of someone famous.

After each small group has completed their top 5 list, they will write these on a flip chart or on the board in a classroom.

**LARGE CLASS WORK (30-45 minutes)**
Each of the groups will then address the class, presenting their top 5 choices from their small group. For example, if there are 5 groups, there should be 25 leadership characteristics presented.

When the presentations to the class are completed, the list will then be narrowed down to the top 3 characteristics. This is done by giving each individual class member within all of the 5 groups- 3 round stickers. Each class member scans the lists and will cast their vote by placing their 3 stickers on the characteristics they believe to be the most valuable characteristics of a leader. Only one sticker can be placed on one characteristic.

Once all the stickers have been placed on the words, the top 3 Leadership characteristics with the most stickers will be the winners.

Given these top ***3 Leadership Characteristics***, each student will begin writing their individual development plan. This plan once completed will become the guide for

the students over the remaining semester. Each class period, each person’s accomplishments and advances will be celebrated.

## DEBRIEF

## The debrief will emphasize the importance of all the 40 characteristics, as well as a potentially endless list of others. It is by no means meant to be an exhaustive nor empirically validated list, but rather a sample list, easily remembered by utilizing the mnemonic method of learning, with each leadership characteristic beginning with the letter “C”.

## The importance of Leadership Development will be discussed, along with application of the main exercise.

## As a twist on the assignment, it might be interesting to have the students choose their top leadership qualities through the lens of the different famous people whom they chose, as well as the different choices they might make depending on the population. For instance, if one were leading generational groups, such as Millennials, Gen-Xers, or Boomers, what would they choose. If one were leading a group of Entrepreneur CEOs, verses a Corporate Management group, would they choose something else.

***The "C’S" of Great Leadership***

1. Calling
2. Character
3. Compassion
4. Caring
5. Competent
6. Committed
7. Consistent
8. Convictions
9. Clarity of Vision
10. Compelling Mission
11. Creates Follow-ship
12. Communication
13. Critical Thinking
14. Cultural Intelligence
15. Collaboration
16. Create Transparency
17. Compliments and recognizes others work
18. Conscientious
19. Connections
20. Charisma
21. Confident
22. Candor
23. Courageous
24. Congruence
25. Compliant
26. Comprehensive
27. Contingency
28. Calculating
29. Credible
30. Creative
31. Cordial
32. Considerate
33. Common Sense
34. Charity
35. Command
36. Composure
37. Calm/Composed
38. Clever
39. Careful/Cautious
40. Consensus Builder

## DEVELOPMENT/ACTION PLAN

***TAKE THE TOP THREE LEADERSHIP CHARACTERISTICS FROM THE GROUP SELECTION AND IMPLEMENT THEM WITHIN YOUR ACTION PLAN***

#### List the top 3 leadership characteristics as identified by the group? Describe what each characteristic means to you within your leadership role? Is it working, or are there challenges? Please describe.

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#### How do you want to grow as a leader, utilizing the 3 words chosen? Where do you wish to go in your development? What is our destination, or preferred result?

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#### How do you plan to achieve your desired leadership?

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#### What resources or support do you need?

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## DEVELOPMENT/ACTION PLAN

#### What resources or support do you currently have?

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#### Who around you can help support your leadership goals?

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#### Describe your level of commitment to achieve your goal. How badly do you really want to get there?

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#### Who will you enlist to help you hold YOURSELF ACCOUNTABLE?

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## References

Friedman, R. (2006). The world is flat: A brief history of the twenty-first century. New York, NY: Farrar, Straus, and Giroux.

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