

PEOPLE CENTERED LEADERSHIP

Presented by:

Aurelia

Flores and

PowerfulLatinas.com

2010 NHLI Executive Leadership

Program Fellow





Powerful-Latinas.com is a company that is all about “***Latina women working together in an evolving Latino culture to create a better world.***”

The company offers online programs and services to meet this goal, such as webinars, videos, an interview series, and informational products and services. The idea is to share courage, strength and wisdom among Latina women through our stories.

The company started with an interview series, and to date, there are nearly 70 interviews of amazing Latina women offered on the website.

In addition to a community of women that interact with each other online – such as through the PowerfulLatinas Facebook group or via comments on the website postings – there are a number of contributing bloggers to the site on topics as diverse as health, money, jobs, writing, myth and culture, and Latino sexuality.

KEY LINKS:

www.PowerfulLatinas.com – Sign up for the newsletter in the top right hand corner and read the blogs at www.PowerfulLatinas.com/blog

www.PowerfulLatinas.com/nhli -- Get recordings of the webinars presented by PowerfulLatinas.com for NHLI, submit questions, and access other downloads

www.PowerfulLatinas.com/previous-guests -- Read the bios of the dozens of Powerful Latina interviewees, including those within the NHLI familia

www.PowerfulLatinas.com/PowerProgram -- Learn about the new program!

People Centered Leadership

LESSON

We learn our communication styles and leadership strategies first at home. Some of those strategies may work well in a workplace, and we should bring our strengths to bear in those settings.

There are other skills that many of us need to learn to be a people-centered leader in a professional environment. However, these skills are transferable to other venues.

Becoming aware of our own communication and leadership style is a foundation. Next we need to learn to **observe without judgment**. By taking our own assumptions out of the picture, we can better see situations as they are, not as WE are.

Understanding and truly appreciating that *everyone* has a story is a first step to being able to observe without judgment. This allows us to **build relationships** based on where people are coming from, without overlaying our own histories and story on theirs.

Remember that you need others – leadership is not about “competition” but “collaboration.”

When we are in the place to build a team, we need to gather the right support around us, share our vision, and then learn how to delegate and instill trust in others, as well as granting trust to people who do things for you.

There are always multiple solutions to every challenge, so allowing your team to contribute fully, and building on THEIR strengths will make them more valuable to you, as well as you more valuable to them. How can people "hear" you and how can you hear others?

Finding mentors is key to this process, as well as teaching what YOU know... And never forget you're managing UP, as well as "DOWN".

Finally, don't forget to have fun! These are skills you'll build over a lifetime. So enjoy the process...





What leadership and communication strategies and styles did you learn at home?
Which have been helpful and which not so much?

NOTES





When meeting someone for the first time,
how do you connect with them?
How do you build your relationships?

NOTES





When do you find yourself
in competition with others?
Why?

NOTES





What groups do you lead?
What do they need from
you?

NOTES





List three assumptions you usually make about others.
What can you do to challenge these?

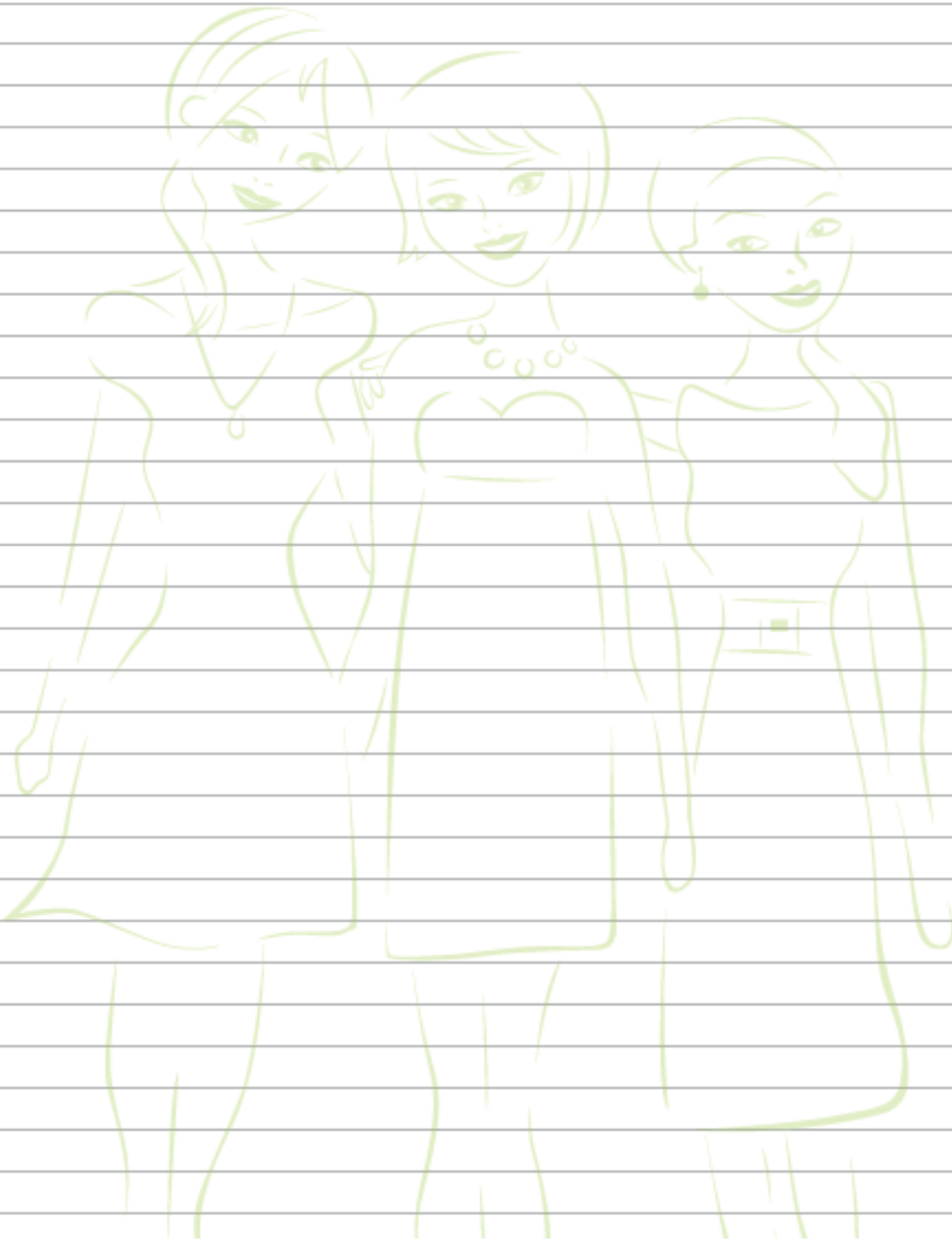
NOTES





How has knowing the “back story”
helped you in the past?
How can you keep this lesson present?

NOTES





What is one of YOUR
favorite stories?
Why?

NOTES





Write one component of YOUR leadership style.
Give an example of how you use it.

NOTES





Write one of your visions for a group you lead.
Have you shared it?
Why or why not?

NOTES





How can you find out the strengths
of people of your team?
Why is this important?

NOTES





Do you instill trust in people who count on you? If so, how?
What do you look for from others?

NOTES





What kind of “protection” does your team need from you?
Why?

NOTES





What do you look for in a mentor?

Why?

Do you have one now?

NOTES





How do you consider service in your leadership?

NOTES





What can you teach to others?

Do you do so now?

Why or why not?

NOTES





PROGRAM

Latina

PERSONAL POWER

To learn about Latina Personal Power Program visit:
www.PowerfulLatinas.com/PowerProgram