

## 2013 B&F Town Hall Meeting - Leadership at All Levels

FY13 B&F Goal - Engagement: Listen, Learn, Lead

### What are the keys to “Leadership at All Levels”?

Leadership means changing something, making something happen, standing up for something, making things better. “Leading at All Levels” means doing this inside an organization.



#### KEY ONE – Vision: What do YOU want to lead towards?

In order to create a vision, there are four steps you have to take.

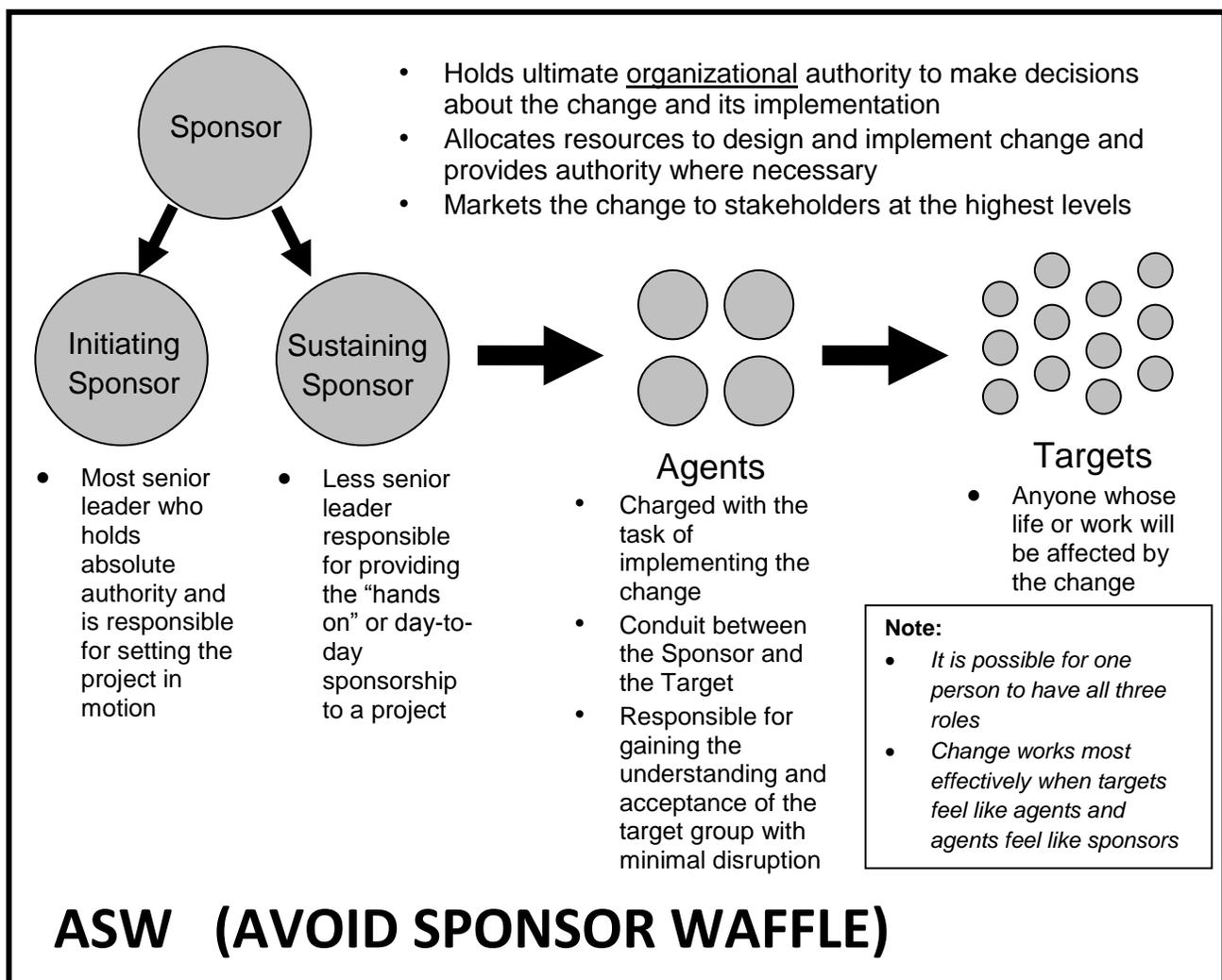
- **First**, identify current situation.
- **Second**, envision the “better world” of the future.
- **Third**, describe specific first steps.
- **Fourth**, seek support.



#### KEY TWO – Sponsorship

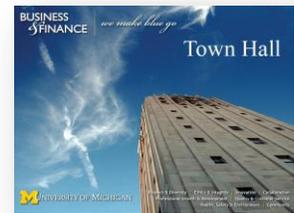
How can you secure sponsorship commitment and support?

What you are trying to do will involve organizational change. There are three roles that you need to understand to make change happen effectively; Sponsor, Target, and Agent.



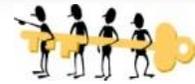
# 2013 B&F Town Hall Meeting - Leadership at All Levels

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## Worksheet (KEY ONE)

1. What's a current problem (small or medium sized) that you want to solve or situation that you want to make better? Write words or phrases that describe it below.



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2. What is your leadership vision? What would you like to have happen; what would you like the situation to look like, sound like, feel like in the future? Be as specific as you can in your description of the situation as you'd like it to be. Feel free to make up lots of details. If you can't imagine it, describe what it would be like if the current situation were 20% better.

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3. Be realistic. What are one or two small steps that you can see yourself taking over the next week that will get you started on the path towards your goal? Write them below.

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4. Seek support. Who will you go to, to tell about your leadership vision and seek support? List their name(s) below and describe how and when you will approach them about this.

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## Table discussion

- Share your four first steps. Be consultants to each other. Ask questions and give feedback to make steps 2, 3 and 4 as specific as possible.

## Sponsorship Support (KEY TWO)

- Who could be a natural sponsor of your change or vision? How can you gain sponsor commitment and avoid sponsor waffle?

