High Performance Leadership Program

Service Leadership
Service leadership requires the capacity to lead both with a focus on service to those benefiting from the end result, and those who do the work in achieving the objectives. Such leadership requires working with a spirit and set of values that emphasize worthwhile contributions. Service leaders see their role as enabling or empowering others to accomplish something worthy.

Six Dimensions of effective Leadership

Vision and Values
Good leaders visualize what they would like to have happen, they can understand what is happening now, and they decide what needs to be done to make their vision become a reality.

Direction
Good Leaders help people accomplish tasks necessary to turn the vision into reality. Good Leaders set goals, establish priorities and delegate responsibility as necessary.

Persuasion
Good Leaders persuade others to see, understand and believe in their vision. When others believe as you do, they are more likely to commit themselves to achieving your objective.

Support
Good Leaders encourage creativity. When the team encounters problems, Good leaders provide the guidance necessary to resolve the problems quickly and effectively.

Development
Good Leaders provide opportunities for their team members to fulfill their own needs and goals. Good Leaders challenge team members to learn new skills, but make it clear that they are expected to work hard.

Appreciation
Good Leaders know that their team members need to be appreciated, and readily recognize the team members with praise for their efforts and accomplishments.
A Brief Look at The Program

The Program has five parts each with a three-part learning process, Study, Action and Feedback.

Study
Study presents information that should be learnt and sets out ways to go about achieving your end result for that section.

Action
This section contains an easy way to plan your actions and consider other things that you need to do to complete this section.

Feedback
You will have a guidance committee and when you reach the end of each part (part 1 to part 5), you will convene a meeting with this committee and discuss what has been done. The members of your guidance committee should provide you with feedback, which will equip you to continue on with the project.

Part 1: Learning About Leadership
Assess your knowledge of leadership
Assess your leadership skills
Select a project
Recruit a guidance committee
Convene a meeting with your guidance committee

Part 2: Choosing Your Objectives
Describe your vision
Write your mission statement
Define you core values
Plan your speech to your club
Review your speech with your guidance committee
Present your speech to the club

Part 3: Winning Commitment
Recruit your action team
Agree on your vision, mission and core values
Create an action strategy
Identify key result areas
Develop action plan
Convene a meeting with your guidance committee

Part 4: Working The Plan
Review your progress against your action plan
Identify and overcome any problems
Handle any conflict
Re-evaluate overall plan
Convene a meeting with your guidance committee

Part 5: Analysing and Presenting Your Results
Plan your speech to the club
Review the speech with your guidance committee
Present your speech to your club.
Complete “Leadership Excellence Award” and send to T.I.
Some Ideas for the High Performance Leadership Program

- Organising a District 70 Annual or Semi Annual Conference as conference chairman,
- Member retention and membership building for a club,
- Starting a new club,
- A leadership project related to the needs of the company you work for,
- Organising a community Project,
- Volunteer and work with one of the various community organisations,
- Improving facilities for Youth,
- Fundraising for Kids with Cancer.

Your project can be anything as long as it is legal, ethical and socially responsible.

A project conducted outside Toastmasters must not be represented as being endorsed by Toastmasters International.

The project should be one that makes a positive contribution to your cause, is one where you are able to see results in a reasonably short period of time and involves several people with whom you can work in a leadership capacity.

The “High Performance Leadership” program can be purchased from District 70 Supplies.

“We admire people who can lead people, who can capture our imaginations, turn us on to important ideas and recruit our energies for great and noble purposes” Dr Warren Bennis.

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15th May 2004
District 70 Annual Conference
Peppers Fairmont Resort
Leura