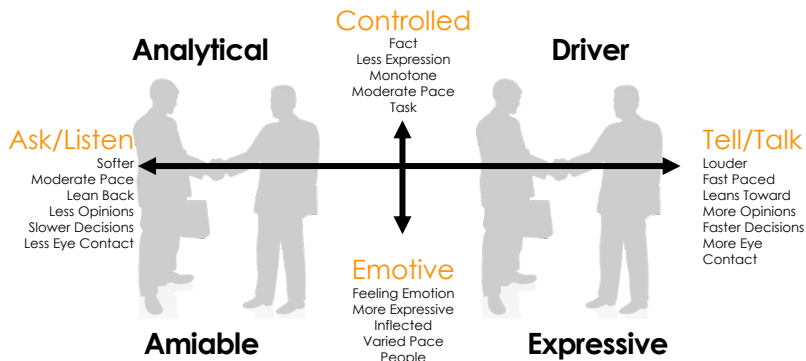
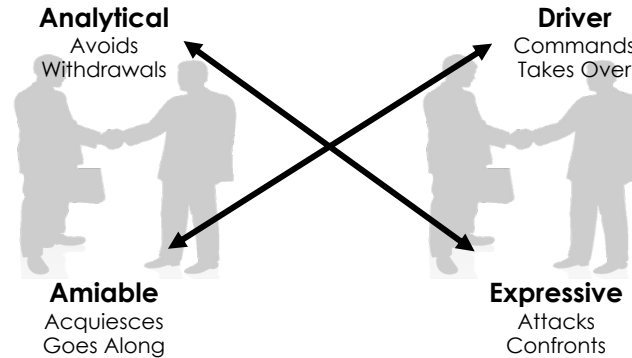


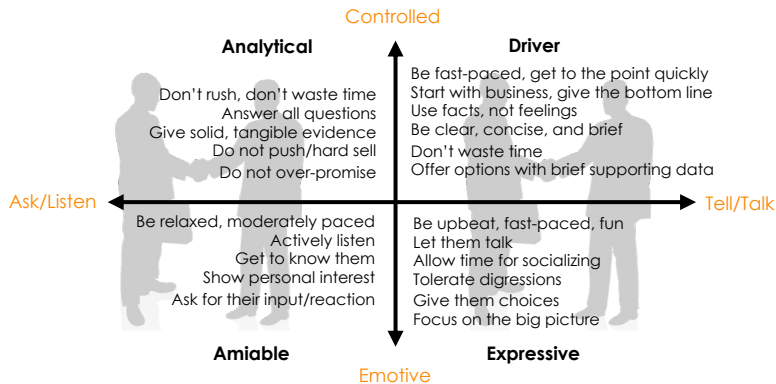
Identifying My Style



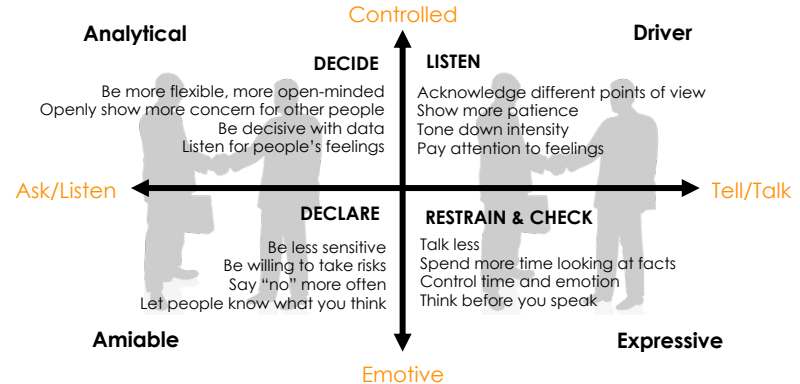
Styles Under Stress



Flexing To Style Preferences



Improving Your Versatility



Value Premise

Growth – In what ways do you want to grow? How do you see yourself growing within the department?

Contributions – How do you see your role in contributing to the overall goals of this facility/district? How do you want to personally contribute in your role that adds value and impact?

Goals – What goals do you have with your role within IDOC? How can I/we help support those goals?

Leadership Walks

Deliver Feedback That is:

- Goal oriented
- Appreciative
- Constructive
- Corrective



Leading From Within

HEAT Conversations

How Are Things Going

Expectations

Accountability/Appreciation

Teamwork

TIDES

Tell me more

In what ways

Describe for me

Explain

Say more

What is an AMBASSADOR

An ambassador is someone displays the following qualities and characteristics:

- Authentic optimism for Leading From Within
- A Role Model for Leading From Within
- Help lead and support all Leading From Within initiatives
- Facilitate roundtable discussions and one on one conversations
- Help others individually identify and connect with Leading From Within
- Possess a constant awareness that Leading From Within can mean different things to everyone and that things can change from day to day – Don't be or get discouraged
- Help keep Leading From Within "front and center" with others through self-awareness and the awareness of others
- Help "connect the dots" between the current environment and Leading From Within on a daily basis – demonstrates how Leading From Within fits into everything we do
- Proactively leverage all available resources to support Leading From Within and work together
- Maintain a personal development plan to continuously build and refine your own skills, increasing your ability to teach and mentor others

How Can I Help?

Select at least 1 – 2 activities per month that you feel will help move Leading From Within in a positive direction:

- Facilitate roundtable discussions : choose 1 Leading From Within topic/skill to review, practice and increase awareness around
- Discuss with your Admin Team how to best support Leading From Within on a local level
- "Take 5": randomly choose 5 individuals and facilitate a conversation around Leading From Within... (HEAT, GCG, Styles)
- Support your Admin team and their efforts: attend and participate in their sessions, help facilitate when needed, assist with follow up after sessions
- Follow up as team members come back from Leading From Within sessions and help them implement their 30-day plans
- Attend Leading From Within sessions as often as possible to continue your personal development
- Every day, model one Leading From Within behavior with others without any expectation of reciprocity, recognition or appreciation.

Ambassador Retention To "Do's"

- *Build people knowledge (HEAT, Value Premise, Leadership Walks) Ensure engagement (Feedback, Clarity, Alignment, Purpose) Ensure fulfillment (Value Premise)*
- *Open and ongoing communication (HEAT, TIDES, Leadership Walks)*
- *Impact relationships (Styles, Value Premise)*
- *Ongoing communication to ensure clarity alignment and PURPOSE*
- *Blend these tools into your everydayrole and make this a part of how you lead and develop your people and your peers to impact your supervisor and the organization*



Leading From Within