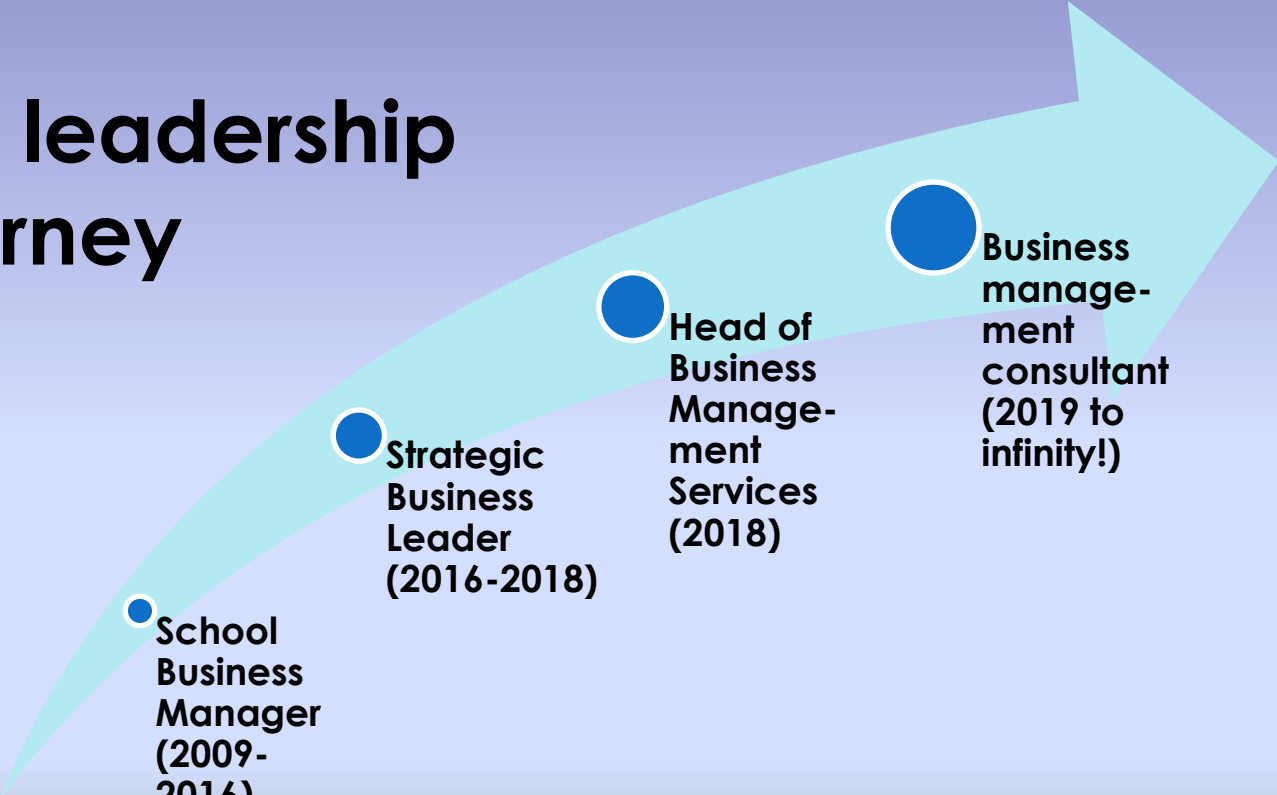


AUTHENTIC LEADERSHIP

Jo Marchant MA, MBA, FISBL

Passionate about education business leadership

My leadership journey



School
Business
Manager
(2009-
2016)

Strategic
Business
Leader
(2016-2018)

Head of
Business
Manage-
ment
Services
(2018)

Business
manage-
ment
consultant
(2019 to
infinity!)



The purpose of leadership

**To boost employees'
motivation and performance**

(Chamorro-Premuzic 2019)

The difference between management and leadership

Management	Leadership
Implements Maintains Thinks short-term Asks how and when Accepts the status quo Acts within the established culture Induces compliance in people Doing things right	Creates Innovates Thinks long-term Asks what and why Challenges the status quo Creates vision and transforms culture Induces change in people Doing the right things

(Henley Business School 2016)

Transitioning from manager to leader

(Watkins 2012)



Leadership Styles

**Heroic
leadership**



Six Styles of Leadership

(Goleman, Boyatzis & McKee 2013)

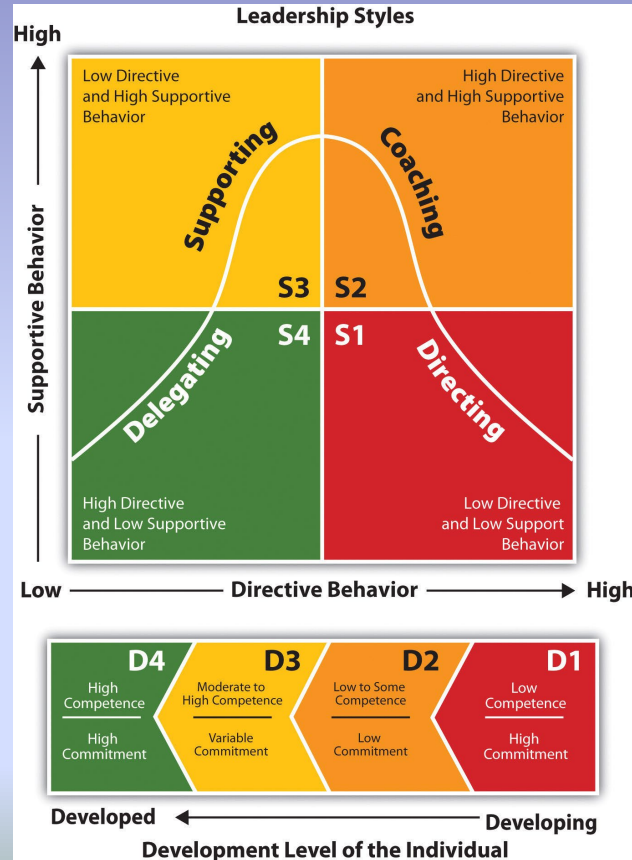
Six Styles of Leadership

D. Goleman (2000) Leadership That Gets Results



Situational Leadership

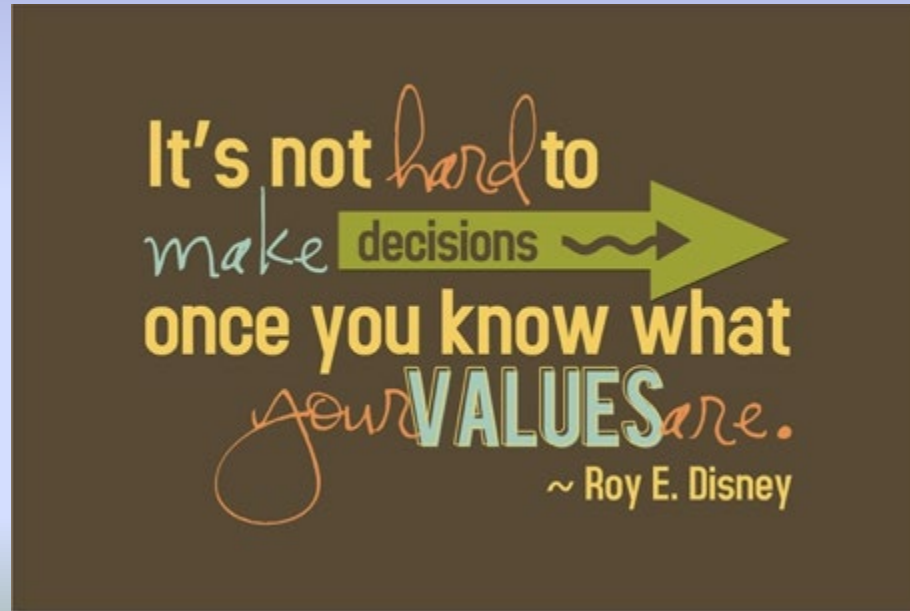
(Blanchard & Hersey
1969)



How your personal values affect your leadership values



Identifying your personal values



Taking the Authentic “You” to work



Taking the Authentic “You” to work



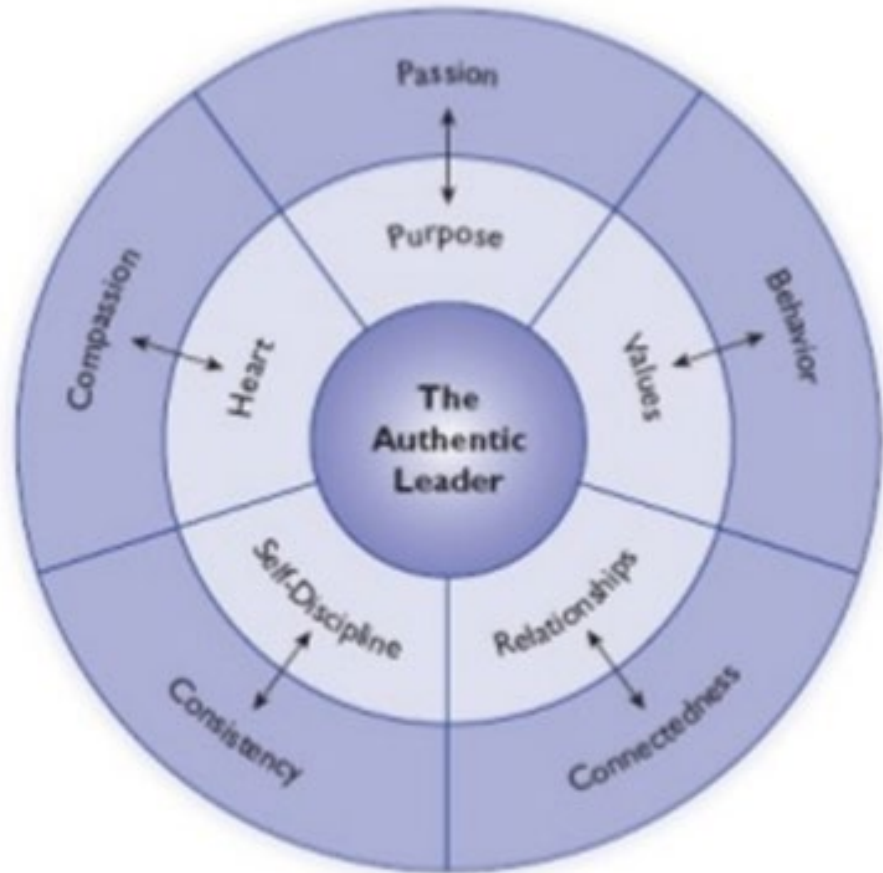
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The Authentic “Me”



What is Authentic Leadership?

(George 2004)



Becoming an Authentic Leader

Values & Behaviour

Purpose & Passion

Relationships & Connectedness

Self-Discipline & Consistency

Heart & Compassion

Developing leadership in others

Engagement

Empowerment

Opportunity

Collaborative working

Developing leadership in others

Engagement

Empowerment

Opportunity

Collaborative working

The impact of my Authentic Leadership





**“Being a leader isn’t about power,
it’s about serving others.”**

(Peters 2020)

ANY QUESTIONS OR COMMENTS?

