



Visionary Leadership for Students: Now and Always!

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Dave Kelly, America's Student Leadership Trainer

I. Visionary Leadership

- a. A visionary leader sees _____ for change, how the world could be, and courses of _____ to make change.
- b. Seek to change culture from _____ to _____.
- c. Have _____ on what the result you want.
- d. Engage in _____ thinking.
- e. Make the _____!

II. Working Well With Others

A. Civil Discourse

Kenneth J. Gergen describes it as the “language of dispassionate objectivity”.

Key components:

- 1) Requires _____ of the other participants.
- 2) Does not diminish the other's _____ worth nor questions their good _____.
- 3) Avoids _____, direct _____, or excessive _____.
- 4) Requires _____ and an appreciation of the other participant's _____.
- 5) **BONUS** (By Dave Kelly): Keep _____ in check and _____! Listening is not waiting for your _____ to talk!

B. Modes of Managing Conflict

1) _____ = _____ This style is characterized by low assertiveness of one's own interests and low cooperation with the other party. This is the "hiding the head in the sand" response. Although avoidance can provide some short-term stress reduction from the rigors of conflict, it does not really change the situation. Thus, its effectiveness is often limited. Avoidance does, however, have its place if the issue is trivial, people need to cool down, or the opponent is very powerful and hostile.

2) _____ = _____ Cooperating with the other party's wishes while not asserting one's own interests. If people see accommodation as a sign of weakness, it does not bode well for future interactions. However, it can be an effective reaction when you are wrong, the issue is more important to the other party, or you want to build goodwill.

3) _____ = _____ This style tends to maximize assertiveness for your own position and minimize cooperative responses. In doing so, you tend to frame the conflict in strict win-lose terms. Full priority is given to your own goals, facts, or procedures. The competing style holds promise when you have a lot of power, you are sure of your facts, the situation is truly win-lose, or you will not have to interact with the other party in the future.

4) _____ = _____ This style combines intermediate levels of assertiveness and cooperation. Thus, it is itself a compromise between pure competition and pure accommodation. Compromise places a premium on determining rules of exchange between the two parties. Also, compromise does not always result in the most creative response to conflict. Compromise is not so useful for resolving conflicts that stem from power to asymmetry, because the weaker party may have little to offer the stronger party. However, it is a sensible reaction to conflict stemming from scarce resources.

5) _____ = _____ Both assertiveness and cooperation are maximized with the hope that integrative agreement will occur that fully satisfies the interests of both parties. Emphasis is put on a win-win resolution in which there is no assumption that someone must lose something. Rather it is assumed that the solution to the conflict can leave both parties in a better condition. Ideally, collaboration occurs as a kind of problem-solving exercise. It probably works best when the conflict is not intense and when each party has information that is useful to the other.

Prepared by Dr. Jenny Hughes, Agnes Scott College, Decatur, GA

C. _____ of other people and communities.

III. Legacy and Self-Esteem

A. My Legacy...My Purpose

B. Enemies of self-esteem:

1. Our _____ experiences: The past is in the past. Leave it there!
2. Other _____ opinions and things they may say about and to us: Listen to your inner voice and make it positive!
3. Negative or _____ images from TV and movies, social media, advertising, etc.: Be comfortable with who you are, defining yourself on your terms!
4. _____ thoughts, ideas, and fears: Choose an outlook that benefits you!

C. Use _____ to build _____, a _____ attitude, and self-esteem.

_____ are statements where you claim victory over what you _____ now, or will _____ in the _____.

Say _____ out loud as many as _____ times per day! Create your _____ here:

D. _____ is a way to take your inner thoughts and bring them into the world. It can be a way to be open and honest in a _____ way.

1. Start by listing _____ good things about you. Use this space for a few now!

2. Write down _____ areas for _____.

3. At the end of each day, write down up to 5 things that you _____ that day.

E. Uncompromised _____.

1. _____

2. _____

3. _____

4. _____

5. _____

6. _____

7. _____

- 8. _____
- 9. _____
- 10. _____

F. Control your _____ to enhance your self-esteem.

1. It includes and can be found in family, friends, work, community, clubs and organizations, faith groups, and

_____.

2. It must be:

a. _____ and caring.

b. A way to _____ that physical needs are met.

c. _____.

d. A facilitator of good communication by being respectful and allowing for freedom of _____.

e. _____.

f. A provider of _____ experiences for all involved.