What is Your Leadership Story?

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PTA's mission is to make every child’s potential a reality by engaging and empowering families and communities to advocate for all children.
Workshop Objectives

Define the term leadership.

Define the three main styles of leadership common to the PTA.

Explore how to keep PTA volunteers engaged and motivated.
Defining Leadership

The art of inspiring people to do something, to join a cause, or become engaged

Situational to the task, time and place

Transforms potential into reality by motivating people to use their skills and gifts
Welcome to the Leadership Zoo!

What animal do you think best represents leadership qualities?

Why?
Leadership Styles

• Authoritative
• Democratic
• Hands-off

Since leadership is situational, different styles may be used in different situations
Authoritative Leadership Style

The leader makes the decisions and announces them.

The leader tells others what to do.

The leader limits discussion on ideas and new ways of doing things.

A feeling of teamwork and camaraderie is absent.
When might this style of leadership be effective?

- When time is limited, and tasks need to be acted upon quickly
- When group members lack the skills or knowledge to carry out specific tasks or make decisions
- When group members do not know each other and are not familiar with each others’ skill sets

When is this style of leadership ineffective?

- When the goal of the PTA is a strong sense of teamwork.
- When group members have knowledge of the task at hand
  - It may prevent participation from members who are proactive and would like to be spontaneous in their PTA work
Democratic Leadership Style

• The leader presents alternatives and has the group choose from among them (or create its own alternative).

• The leader involves group members in planning and carrying out activities.

• The leader asks for input and participation before telling or assigning.

• Greater participation promotes a sense of teamwork.
When is this style of leadership effective?

* When there is time available for comments
* When an issue needs to be discussed
* When they can cooperatively work with each other
* When they have a degree of skill and knowledge
When might this style be ineffective?

• When the group is unmotivated
• When they are not willing to give input or make decisions
• If there is a high degree of conflict already present
• Competing factions of members
Hands-Off Leadership Style

The group defines the boundaries and makes the decisions.

The leader gives little or no direction to the group or to individuals.

The leader offers his or her opinion only when it is requested.

No one person seems to be in charge.
When is this style effective?

- When members feel like they are in a rut with their meetings, or the routine is too familiar
- It could breathe new life into the PTA and its decision-making process
- When all at the meeting posses a high degree of skill and knowledge and need little or no oversight
When might this be ineffective?

• If members are looking for direction this style will fail
• It does not work well with members who have little experience or knowledge of PTA
Here are some important qualities of effective leaders

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<thead>
<tr>
<th>Has Vision</th>
<th>Decisive</th>
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<tbody>
<tr>
<td>Focuses on priorities</td>
<td>Mentor</td>
</tr>
<tr>
<td>Listens</td>
<td>Seeks info/opinions</td>
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<tr>
<td>Delegates</td>
<td>Checks for agreement</td>
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<tr>
<td>Inspires</td>
<td>Clarifies/elaborates</td>
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Which of these would be the most important qualities for each of the Leadership Styles we discussed?
Motivating Volunteers: Types of Motivation

Self-serving

Relational

Belief-centered
Practical Ways to Engage and Motivate Volunteers
Provide Meaningful Tasks

• Provide meaningful tasks and tell volunteers how their work contributes to the overall success of the PTA organization or project.

• Give volunteers an orientation that links volunteer participation to the broader mission of the PTA organization.

• Create positions that achieve diverse tasks.

• Don’t assign tasks that are unorganized or waste volunteers’ time.
Show Volunteers Respect

Consider the individual PTA volunteer and don’t ask a volunteer to do something they can’t handle.

Give volunteers clear directions and the necessary tools to perform tasks. Be available to answer questions.

Seriously consider volunteers’ advice and recommendations. Listen.
Support Personal Skill Enhancement

Help PTA volunteers acquire new skills and relate them to their personal or professional life.

Show volunteers how they can enhance their résumés and personal gifts.

Provide opportunities for leadership advancement.
Show Recognition

Appreciate every volunteer, regardless of their assigned task

Show appreciation often

Individualize the recognition. Make it specific and meaningful to each volunteer
Thank You

Be taking the time to view this presentation, you have demonstrated that you are committed to our PTA mission

To make every child’s potential a reality.....