

# NASPD PRESENTATION AT NEW YORK CONFERENCE

## “Leadership can be taught—it’s not just in one’s DNA!”

### 1. Purpose

- Introduce the Leadership Program and encourage members to submit applications
- Give members an overview of the content of the program
- Allow members to experience a sample of the content

### 2. Agenda

Agenda Item	Content												
Purpose of the Leadership Program	The NASPD Leadership Development Program will offer pipe distribution professionals an exclusive opportunity for leadership development. The selected participants will learn more about the practice of leadership, the NASPD, and have a voice in the future of the association.												
Overview of the Leadership Program	Three workshop sessions at the next three conferences. Workshops will be from Wednesday noon till Thursday noon (including Wednesday evening), preceding the conferences.												
Leadership is a practice	Opening assertion: “Leadership can be taught... Leadership can be learned!” Description of the fundamental research on leadership: Warren Bennis												
Leadership is different from management	<p>The differences between management and leadership:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Leaders/Leadership</th> <th style="text-align: left;">Managers/Management</th> </tr> </thead> <tbody> <tr> <td>Do the right things</td> <td>Do things right</td> </tr> <tr> <td>Lead people</td> <td>Manage business processes</td> </tr> <tr> <td>Focus: effectiveness</td> <td>Focus: efficiency</td> </tr> <tr> <td>“Art”</td> <td>Science</td> </tr> <tr> <td>Heart</td> <td>Mind</td> </tr> </tbody> </table> <p>Emphasis: Leadership is all about the followers: “If nobody is following you are not a leader”</p>	Leaders/Leadership	Managers/Management	Do the right things	Do things right	Lead people	Manage business processes	Focus: effectiveness	Focus: efficiency	“Art”	Science	Heart	Mind
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The leadership program premise	<p>Everyone can be a more effective leader. All you need to do is do what good leaders do. Here is a list of what good leaders practice (This is the framework for the program):</p> <ul style="list-style-type: none"> <li>• Integrity</li> <li>• Vision</li> <li>• Empowering the followers</li> <li>• Building the team</li> <li>• Self-awareness</li> </ul>												
Leading the Association	<p>One of the best “practice fields” for improving leadership practice is the voluntary leadership in a not-for-profit or industry Association organization. Open discussion: Has this been your experience in NASPD?</p>												
Example: the practice of integrity	Small groups in the audience will discuss the situation and answer the questions												
Example: modifying the leaders approach to fit the followers	All will be asked to complete the handouts and assess their own practice of leadership, based on their followers capability and motivation												
Open discussion	Questions and input from the audience												

# **INTEGRITY: “TELL THE TRUTH”**

## **THE SITUATION:**

The Department Executive has shared with you his/her decision to close the Houston office and consolidate functions in Dallas to help improve communications and lower costs. It is expected that a few key persons will be moved from Houston to Dallas. The plan will affect all of the members of your work group in Houston and the Executive wants you to begin thinking about how you will handle this plan. The Executive has asked you to keep this plan a secret, as it has not yet been officially approved by the Board.

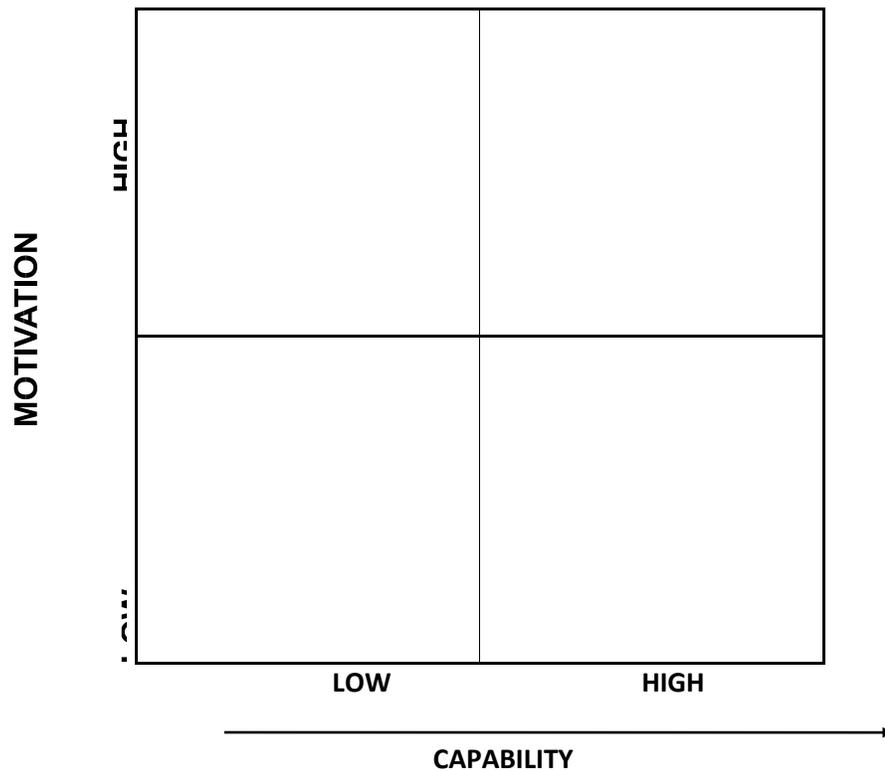
One of your key staff persons asks you for a private meeting. In the meeting, this person asks you about plans for a possible move of the office to Dallas. This person tells you that they have a personal family situation that would prevent them from moving to Dallas.

## **THE QUESTIONS:**

1. What is your response to your staff person?
2. How can you maintain your integrity in this situation?
3. How can you assure maintaining trust between you and the Executive? Between you and your staff person?
4. What other, similar situations have you faced where your integrity was tested?
5. How did you respond in these similar situations?
6. If you could revisit these similar situations today, would your respond differently? How . . . and why?

# EMPOWERING THE TEAM: LEADER'S APPROACH DEPENDS ON THE FOLLOWERS

1. Evaluate your current team according to their capability and motivation (Place X and names in grid below).



2. Identify the approach you will take to lead each team member.

**TEAM MEMBER  
(NAME)**

**MY APPROACH**

**MY  
SPECIFIC ACTIONS**

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\_\_\_\_\_

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