Inspire Others

Leadership Readiness

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FRANKLINCOVEY LEADERSHIP CERTIFICATE

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ABOUT FRANKLINCOVEY EDUCATION
For nearly three decades, FranklinCovey Education, a division of FranklinCovey, has been one of the world's most prominent and trusted providers of educational leadership programs and transformational processes. Our mission is to enable greatness in students, teachers, and schools everywhere. The FranklinCovey Education team is primarily composed of outstanding former teachers and administrators from various educational levels and entities.

FranklinCovey is a global, public company specializing in performance improvement. We help organizations and individuals achieve results that require a change in human behavior. Our expertise is in seven areas: Leadership, Execution, Productivity, Trust, Sales Performance, Customer Loyalty, and Education.

For more information about *Leader in Me* or other FranklinCovey Education offerings, please email: educate@franklincovey.com or call: 888-868-1776.

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What's Inside

Getting Started

"Once you have found your own voice, the choice is to INSPIRE OTHERS to find their voice."

- STEPHEN R. COVEY

The 4 Roles of Great Leaders

Leaders of all types of teams and organizations fill many important roles. Those roles can all be categorized into the 4 Roles of Great Leaders.

The 4 Roles Model

The 4 Roles of Great Leaders Model provides a sequential, cyclical process that guides a team from its new beginnings to an ongoing state of continuous improvement. The 4 Roles are Modeling, Pathfinding (clarifying purpose), Aligning (creating systems and structures), and Empowering (unleashing the team). The role of Modeling is in the center because it significantly influences all other roles.
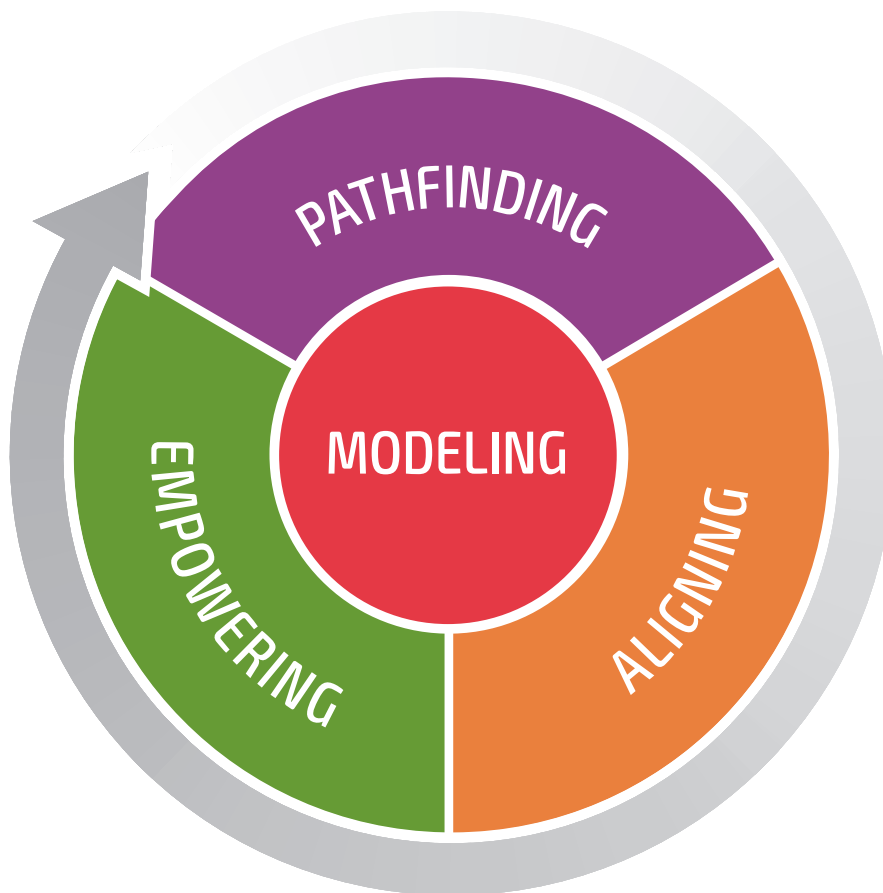
The 4 Roles of Great Leaders are summarized below and are then highlighted in more depth throughout each section of this guide.

MODELING

• Live what you expect of others.

• Exhibit high character and competence.

• Be an inspiring person.

• Establish high trust relationships.

• Consistently achieve personal goals.

PATHFINDING

• Understand stakeholder and team member needs.

• Establish a clear mission and vision for team members to pursue.

• Create viable strategies to achieve a team's mission and vision.

• Set inspiring and realistic team goals.

ALIGNING

Ensure that the Six Rights are in place to accomplish a team's mission, vision and goals:

• Right people	• Right decisions	• Right processes
• Right structure	• Right resources	• Right rewards

EMPOWERING

• Bring out the best in people; do not try to control them.

• Mentor people, teach them leadership principles.

• Set clear expectations for people, then clear the path.

• Meet regularly in teams and one-on-one to celebrate progress and provide constructive feedback.

Think of a highly effective leader. Give an example of how the leader has successfully filled one of the 4 Roles.

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The 4 Roles in Action

In most major historical events, large organizations, or even in small organizations like a family, the need for all four roles is clearly evident. Consider the following example:

CLIMBING EVEREST—BLIND

On May 25, 2001, Erik Weihenmayer became the first person to summit Mount Everest—blind. Even more amazing was the fact that 19 out of 20 in the team that accompanied him also summited (a feat that has never been duplicated). It could not have happened without all 4 Roles of Great Leaders being put into practice by the team.

Research the story of Erik Weihenmayer's climb to the top of the world's tallest mountain. Look for:

MODELING Who stood out as a great role model?

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_____

PATHFINDING What were the purposes or goals of the team?

_____

_____

ALIGNING What systems did the team put in place to achieve their purposes and goals?

_____

_____

EMPOWERING How were people on the team empowered?

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_____

Putting the Roles Into Action

The 4 Roles of Great Leaders provide the organizing framework for the remainder of this guide. Each section contains discussions, videos, projects, and other activities that describe the role associated with that section.

The intent is that you learn the 4 Roles well enough that you can apply them to any leadership or team situation. It is expected that you, as a leader, will adapt how you fill each role based on your unique talents, goals, and circumstances.

To gain further familiarity with each of the 4 Roles, work in a small team to prepare and share a short case study about:

OPTION 1	OPTION 2
A team, organization, or event from history that exemplifies the 4 Roles.	How you see the 4 Roles evident at your school.

MODELING How is/was high character or competence exhibited?

_____

_____

PATHFINDING What are/were the purposes, strategies, or goals?

_____

_____

ALIGNING What systems are/were put in place to achieve the purposes and goals?

_____

_____

EMPOWERING How are/were people empowered to do their portion of the work?

_____

_____

NOTES

In Review

"Leadership is not about men in suits. It is a way of life for those who know who they are and are willing to be their best to create the life they want to live."

- KATHLEEN SCHAFER

Course Capstone

If a potential employer or university admissions officer were to ask you what you experienced and learned from the *Inspire Others* leadership course, how would you respond? One way to respond would be to simply tell them in your own words what you learned and experienced. A more visual way to respond would be through sharing a portfolio, video, or slideshow.

Choose one of the following project formats to capture what you have experienced and learned from the *Inspire Others* leadership course.

Portfolio

A portfolio is an 8- to 12-page written report that includes visual images and tangible evidence.

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Video

A 4- to 5-minute video capturing scenes and images of things you did during the course.

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Slideshow

A series of 10-12 slides that capture the main things you learned and projects you completed.

Present your completed project to a small group, or the entire class.