

Leadership for All

You can be a Leader. No titles required.



More than just words

Land Acknowledgement

Before we begin



**Grab a piece of paper and a pen.
Draw this circle as large as you can on the
piece of paper**

Set aside, we will come back to this shortly.

A Leader Before A Manager

Senior Manager - Building End-to-End Leadership
Development Programming in the Ontario Public Service

Multiple management positions, multiple non-
management positions, multiple ministries and titles

Active executive volunteer across several engagement
networks

.A Leader First.





Leadership For All

What does this look like in practice?



Leadership Skills

Recognizing your own strengths and areas for growth as a Leader



Leadership without Titles

Identify ways to build your skills at any level or position

You can't teach leadership, but it can be learned.

- Lloyd J. Edwards Jr.

What do
these
things
have in
common?

Duck

Horse

Bear

Owl

Moose

Goose

Deer

Pony

Eagle

Rabbit

Groundhog

Goat

Sheep

Squirrel

Cat

Turkey Beaver

Bird

Cow

Dog

Snake

Mouse

Wolf

Skunk

Loon

Chipmunk

Coyote

Note: Not an Exhaustive List

What do
these
things
have in
common?

Pancake Bacon Sandwich Soup
Rice Shwarma Salad
Lentils Cookie Steak
Tofu Dumplings Salmon
Taco Quinoa Cracker
Asparagus Candy Ham
Tomato Curry
Icecream Burger
Sushi Spring rolls
Corn Falafel Eggs

Note: Not an Exhaustive List

Refugee Aunt Staff Shy Loud
Neighbour Old New Father Asian
Parent Mother Queer Blind Female
What do these things have in common? Volunteer
No Faith Transgender Christian
Coach Quiet Indigenous Hispanic
Male You Single Married Disabled
Uncle Me Francophone
Outgoing BIPOC Administrator Manager
Jamaican Immigrant Canadian Student
Young Caucasian Muslim

Note: Not an Exhaustive List



Start Considering

You can all be Leaders.



Leader | Manager

One is not synonymous with the other.

**ANYONE, ANYWHERE, CAN MAKE A POSITIVE
DIFFERENCE**

- MARK SANBORN

Leadership for all in practice



Will look different for all

Leadership is not a cookie-cutter, one size fits all. The you in the equation will shape the outcomes.

Will look different in different situations and with different audiences

Different settings allow for different opportunities to exercise leadership. Not all settings are the same.

Leadership for all in practice



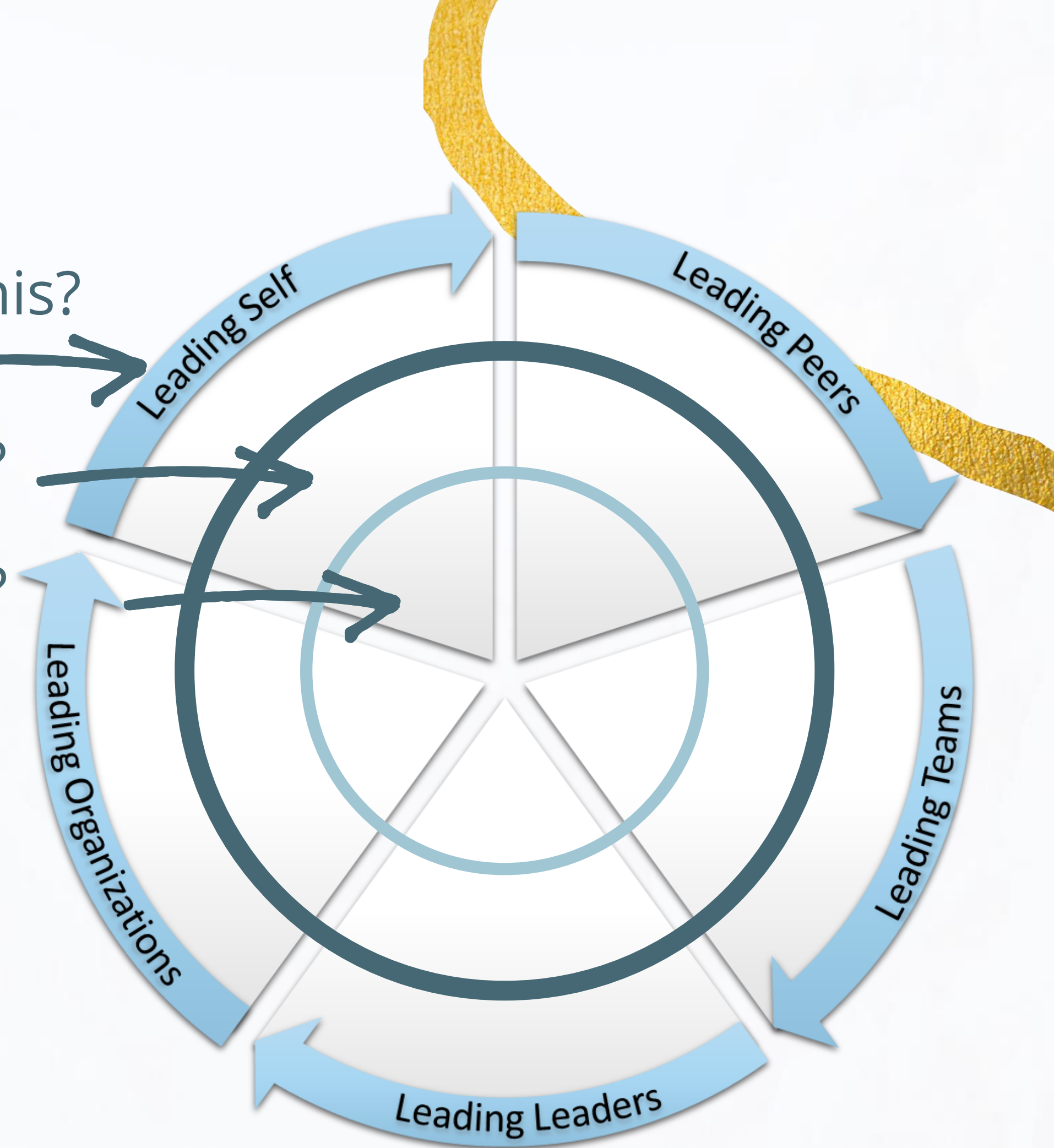
Reflection

How am I currently practicing this?

How can I grow?

How can I support others?

- 1. Celebrate Successes**
- 2. Get started on your homework**
- 3. Check back in with yourself**



**EVERYONE IS A LEADER, AND EVERYONE IS
LEADING ALL THE TIME- SOMETIMES IN
IMMEDIATE, DRAMATIC AND OBVIOUS WAYS,
MORE OFTEN IN SUBTLE, HARD-TO-MEASURE
WAYS, BUT LEADING NONETHELESS.**

- CHRIS LOWNY

Leadership for all in hierarchies

Have a positive attitude

Be supportive
(of yourself and those around you)

Be flexible

Be reliable

Remember - Leadership is a mindset, not a position

You may not have control over the direction of your work or who provides that direction, but you do have control over your response to it, your actions as a result of it, and your outlook about it.

Be creative

Celebrate successes

Give credit

Be You - Be Human

**Leadership doesn't need hierarchies
because it isn't competitive.**

**It looks to value, empower, motivate
and support all.**

**You don't have to be THE leader, to be A
leader.**

Abstract orange wavy lines on the right side of the slide.

**WHEN I TALK TO MANAGERS, I GET THE
FEELING THAT THEY'RE IMPORTANT.**

**WHEN I TALK TO LEADERS, I GET THE FEELING
THAT I AM IMPORTANT**

- ALEXANDER DEN HEIJER

Break it down

How and where you can apply leadership practices and approaches

Supporting those around you -
Showing that you care

Coaching, Mentoring, Job
Shadowing, Volunteering

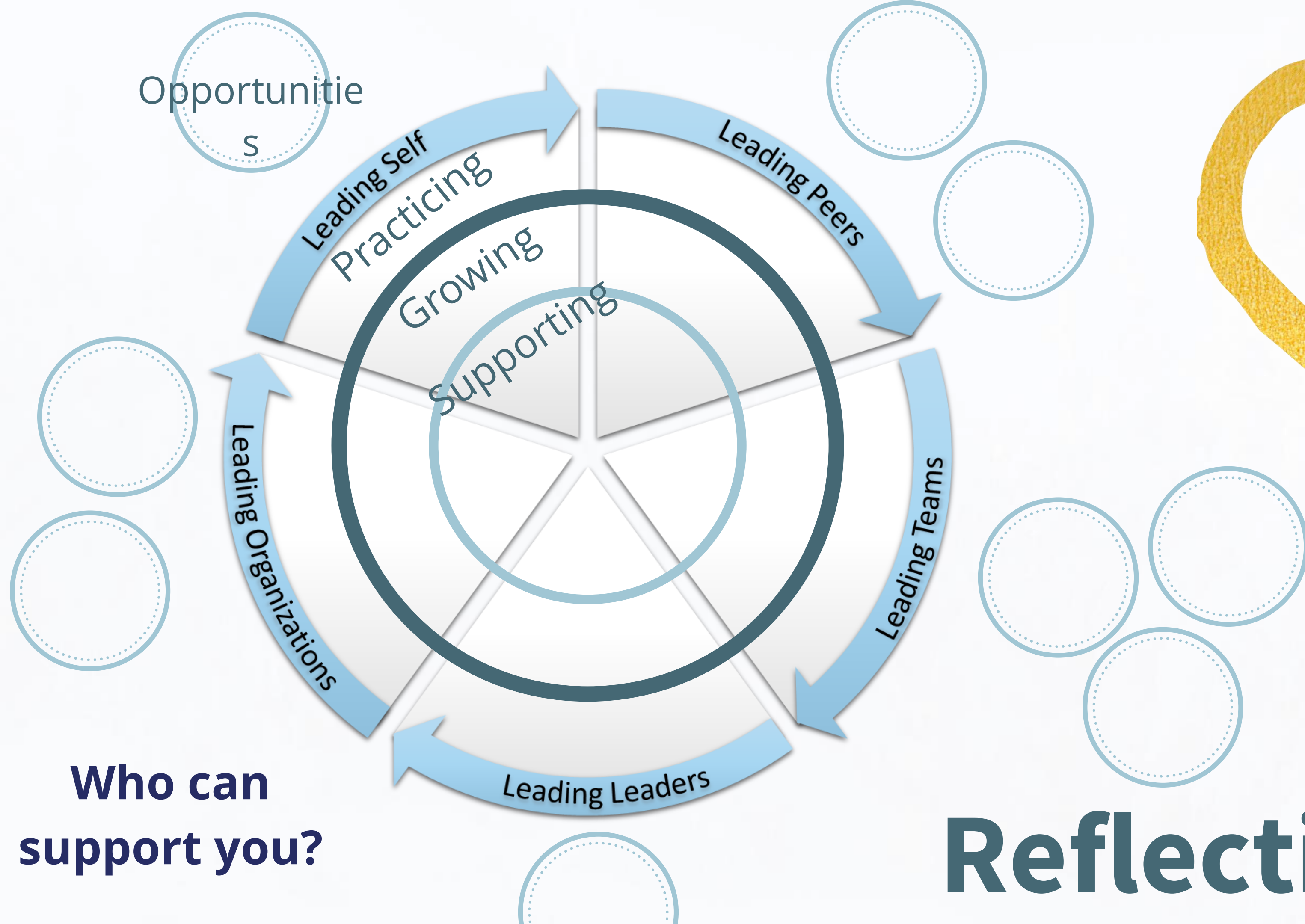
Asking for a developmental
opportunity

Modelling self-care practices

Providing input/seeking input in a
meeting

Finding innovative ways to approach
an action

Advocating for your leadership growth



What Next?

The background is a solid light blue. On the left side, there are three large, thick, gold-colored rings of varying sizes, some overlapping. On the right side, there are several horizontal, gold-colored brushstrokes of varying lengths and thicknesses, creating a textured, layered effect.

Model strong Leadership

Share your plan

Advocate for yourself

Pay it forward

As a leader, you have the privilege, the power, and the ability to change the lives of those around you.

Feel empowered to lead that change.

**WE DON'T NEED A TITLE TO LEAD. WE JUST
NEED TO CARE. PEOPLE WOULD RATHER
FOLLOW A LEADER WITH A HEART, THAN A
LEADER WITH A TITLE.**

- Craig Groeschel



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