

DISCUSSION GUIDE

MANAGEMENT STRATEGIES FOR PEOPLE AND RESOURCES

Leading People and Change

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Lesson Description

Leaders are not just those at the top of corporations or at the head of governments. Leaders are those who find creative solutions to everyday problems. Learn more about leadership and the three situations all leaders will face.

Lesson Objectives

1. Describe leadership as the process of helping create positive change.
2. Describe how leadership can occur anywhere individuals find creative solutions to problems.
3. Explain the three factors that all leaders need to understand.

Discussion Question

1. Describe a time when you effectively led change within your community or organization. What skills did you use?

Developmental Actions

1. Describe the characteristics that you would like in a mentor. Share these with your group members to see if they know anyone who meets these characteristics. Ask for an introduction.
2. Share one of your strengths and one of your weaknesses. Ask group members for suggestions on ways to address weaknesses. Offer to help others develop where you are strong.
3. Pick one skill to develop after the meeting. Share with your group members how you plan to develop that skill.

About the Presenter: Dr. D. Christopher Kayes is a professor of management at the School of Business and a Senior Fellow at the Center for Excellence in Public Leadership at the George Washington University in Washington, D.C. He is author or co-author of five current and forthcoming books including *Destructive Goal Pursuit: The Mt. Everest Disaster* (Macmillan) and *The Learning Advantage: Six Practices of Learning Directed Leaders*, (Macmillan). Dr. Kayes has consulted with organizations around the world including National Institutes of Health, Oracle, Ericsson, Bank of New York Mellon, Federal Aviation Administration, U.S. Department of Defense, U.S. Department of Agriculture, U.S. Judiciary, U.S. Army, and U.S. Navy. He has taught at universities around the world including Singapore Institute of Management, Zagreb School of Economics and Management, Helsinki School of Economics, and the Stockholm School of Economics in Riga, Latvia, University of Hull, U.K., and Holy Spirit University, Beirut, Lebanon.