



SHERRI STEPP'S

**PERSONAL MODEL  
OF LEADERSHIP**

LS 710 Fall 2011

December 10, 2011





# **THEORETICAL CONTEXT**

**Contingency Theory**  
**Relationship-Oriented**  
**Task-Oriented**

**Servant Leadership**





# DEFINITION OF LEADERSHIP

Leadership is the opportunity and ability to bring together one or more followers in a collaborative effort to accomplish a common objective(s) in a manner that is moral, ethical, respectful, responsible, timely and mutually beneficial to the leader, follower(s) and any third party community serving as a recipient of the defined objective.





A word cloud portrait of Sherri, featuring the name 'Sherri' at the top and 'Leadership' at the bottom in large, dark purple font. Other words are scattered in various sizes and colors (brown, orange, blue, black) around the central text. The background is a light gray with a fine, repeating pattern.

Sherri

Motivated

Situational

Organized

WordPortrait

Service Mentoring

Moral

Relational

Challenged

Dependable

Leadership

Responsible

Ethical

Change





# LEADERSHIP IN ACTION

Leadership is part of our daily routine.





# **FUTURE LEADERSHIP TASK**

Earning an Ed.D. provides opportunity to advance and meet professional goals.



# INSPIRATION

## *When I Was a Young Man* by Rabbi Israel Salanter, 19<sup>th</sup> Century Professor

When I was a young man, I wanted to change the world.

I found it was difficult to change the world, so I tried to change my nation.

When I found I couldn't change the nation, I began to focus on my town.

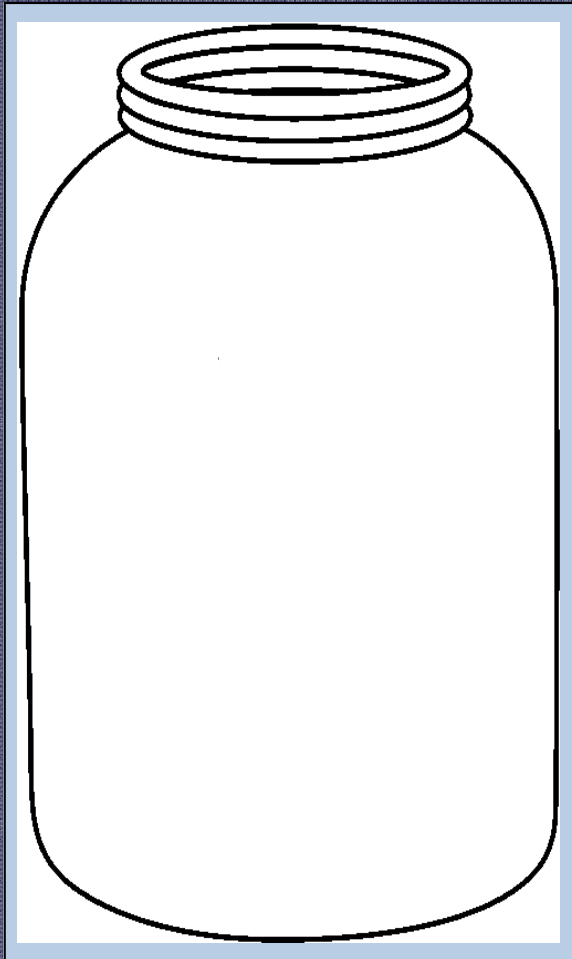
I couldn't change the town and as an older man, I tried to change my family.

Now, as an old man, I realize the only thing I can change is myself, and suddenly I realize that if long ago I had changed myself, I could have made an impact on my family.

My family could have made an impact on our town.

Their impact could have changed the nation and I could have indeed changed the world.



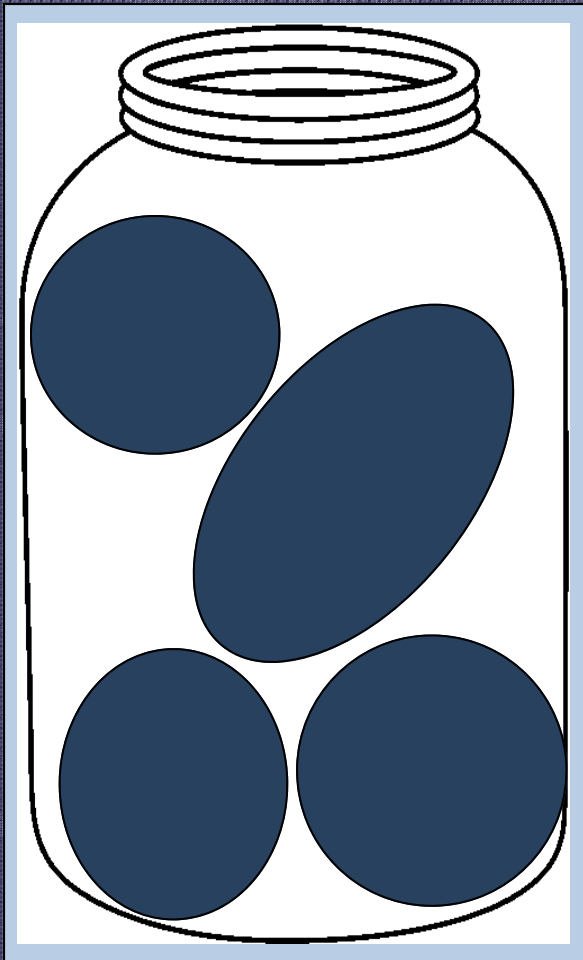


## **METAPHOR:**

LEADERSHIP IS LIKE A  
JAR OF ROCKS

- Leadership encompasses the team.
- Leadership is transparent in objectives and agendas.
- Leadership can be fragile and must be protected.

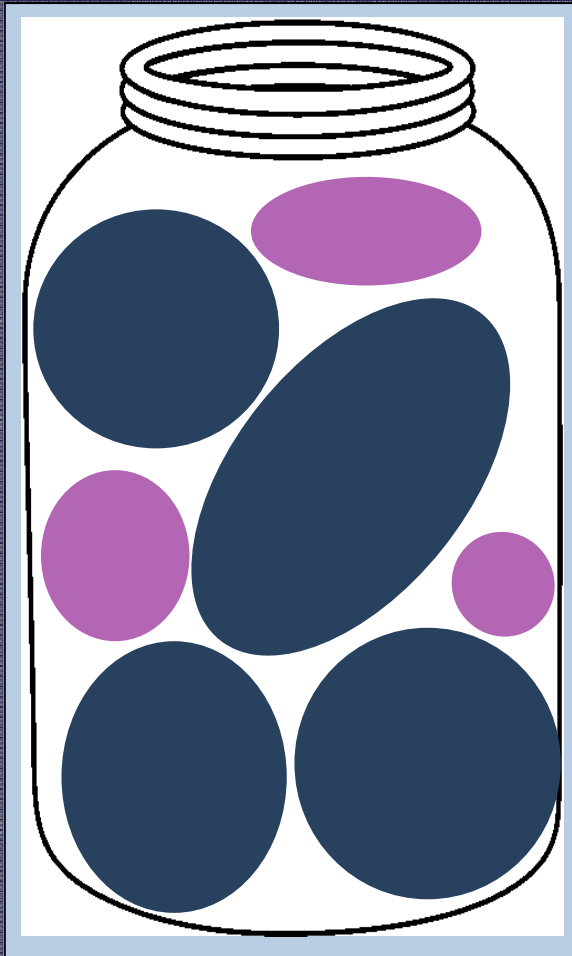




## LEADERSHIP IS LIKE A JAR OF ROCKS

- Key members are the first to fill positions on the team.

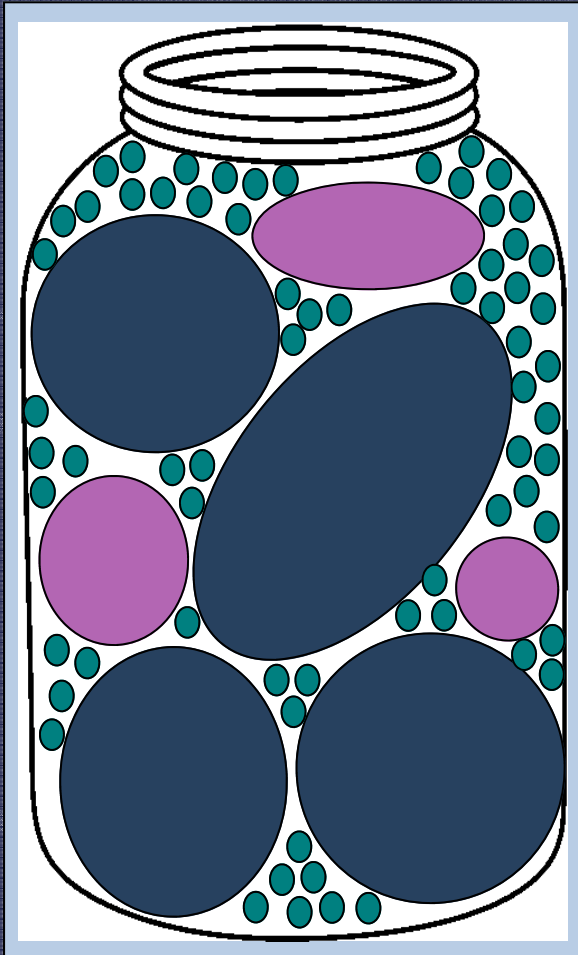




## LEADERSHIP IS LIKE A JAR OF ROCKS

- Supporting members are added to the team.





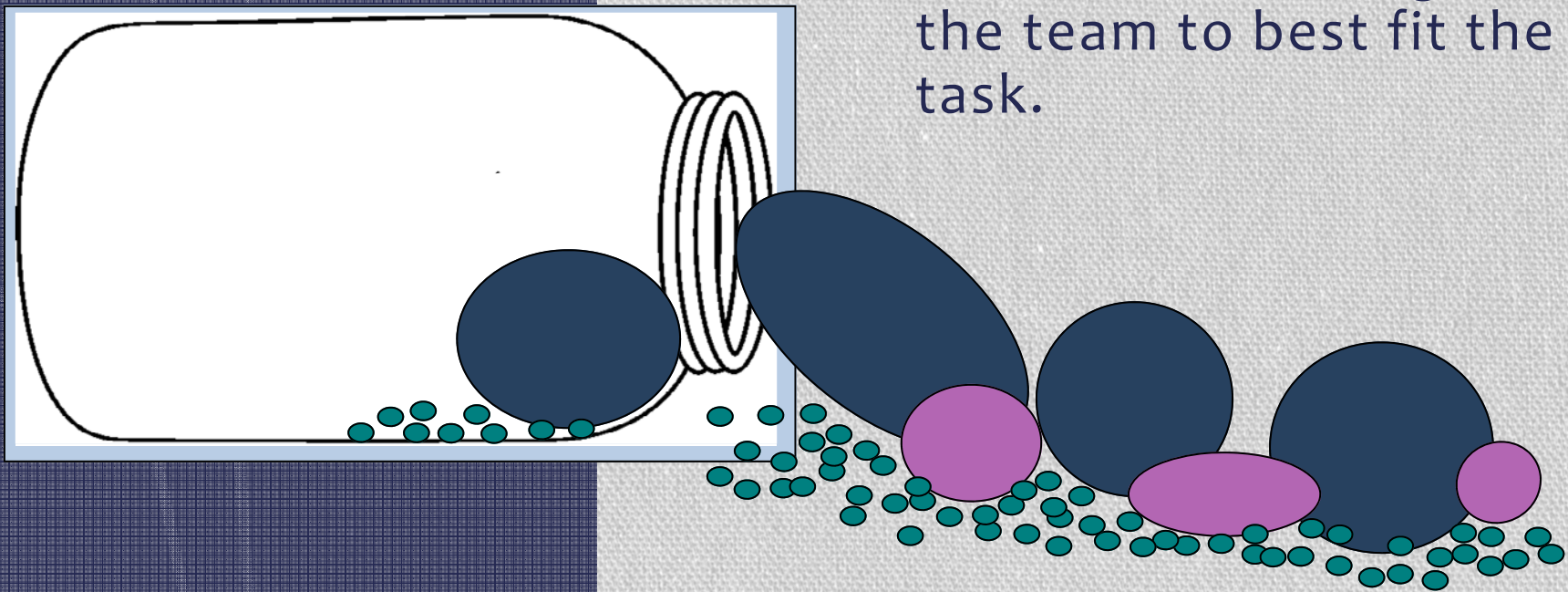
## LEADERSHIP IS LIKE A JAR OF ROCKS

- Lastly, and most importantly, are those small roles that support the team and hold everything else in place, encompassed by leadership, creating stability.



## LEADERSHIP IS LIKE A JAR OF ROCKS

- For the next project, the leader can reconfigure the team to best fit the task.





## REFERENCES

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- Vroom, V. H. & Jago, A. G. (2007). The role of the situation in leadership. *American Psychologist*, 62 (1), 17 -24.