

# OTA LEADERSHIP FORUM

## AOTA Conference ~ 2007

---

Kristi Voelkerding  
Kathryn Melin Eberhardt

## Presentation Outline

---

What is leadership?

**What does it mean to lead? - The 4 E's**  
 Envision  
 Enable  
 Empower  
 Energize

**Do you want to lead?**  
 Self Evaluation – Journey/Process

**Methods of developing leadership**  
 Mentoring  
 Networks

**OTA leadership Arenas/Connections**  
 Local  
 State  
 National

**OTA leadership - the How to.....**  
 Who to contact  
 Call to Action  
 Links-SISs, List serves, etc...  
 Cost

## WHAT DOES IT MEAN TO LEAD?

---

### LEADERS

... are always looking for specific things to do "next Monday", to make things happen. Leadership depends on having a unique vision, making strategic choices, finding the right tools & people to do the job, and designing and enabling an organization to get it done.

www.leader-values.com

## WHAT DOES IT MEAN TO LEAD?

---

### LEADERSHIP

**is about understanding people, and about getting people pointing and acting in the same direction.** The unique role of a leader is then to provide the energy and commitment to see this job through, and ensuring execution is perfect. Leadership is about listening, and making a real "connect" with others. It is a process.

www.leader-values.com

## WHAT DOES IT MEAN TO LEAD?

---

- There is a simple set of fundamental truths about all Leaders.
  - **Leaders always create (and need) change**
  - **Leaders always create (and need) followers**
  - **Leaders have a rock-solid value system, which is congruent with their followers.**

www.leader-values.com

## WHAT DOES IT MEAN TO LEAD?

---

### Ideas & Values

- Idea:
  - a thought to be presented as a suggestion, a thought about or mental picture of something such as a future or possible event, a realization of a possible way of doing something or of something to be done.
- Values:
  - the accepted principles or standards of an individual or a group.

**It is ideas that motivate people, but values that bind them together.**

www.leader-values.com

## WHAT DOES IT MEAN TO LEAD?

### *The 4 E's*

---

### Step 1: Envision

- Leadership starts with having a **vision**, then developing a plan to achieve it. It is based both on data assessment and intuition, hope and fear. It is a noble challenge. A vision of the future is the key to getting started as a Leader. Without one, go back to square one.

**Commitment "buy in" from OTAs to lead!**  
**OTA Involved in Every Aspect of AOTA Leadership**

www.leader-values.com

## WHAT DOES IT MEAN TO LEAD?

### *The 4 E's*

---

### Step 2: Enable

- The Envisioning step forces decisions on choices – strategies, in other words. **Leaders must then decide what methods or tools will be used to Enable the objectives**, and to encourage the right kind of action.

**OTA Leadership Development**  
**Local, State & National**

www.leader-values.com

## WHAT DOES IT MEAN TO LEAD?

### *The 4 E's*

---

### Step 3: Empower

- Given a clear vision, strategy and enabling tool kit, the third step of the Leadership process is empowering people to achieve the goals.
- Effective empowerment provides the space to get the task completed, the space to innovate, **and the feedback mechanism to both improve results and to motivate** the organization.

**"Empower" each other to mentor leadership at ALL levels**  
**Practice, Education, Advocacy ~ Local, State & National**

www.leader-values.com

## WHAT DOES IT MEAN TO LEAD?

### *The 4 E's*

---

### Step 4: Energize

- So, the goal is clear, the plan is in place, and the troops are both motivated and armed. Still, there is an essential ingredient missing. The Leadership role demands the skills of energizing the organization to act.

**"You tell 2 people" and they "tell 2 people"**  
**&**  
**CHARGE...**

www.leader-values.com

## DO YOU WANT TO LEAD?

### *"It's a Process" [1]*

---

1. I am energized when people count on me for ideas.
2. As a practice, I ask people challenging questions when we are working on projects together.
3. I take delight in complimenting people that I work with when progress is made.
4. I find it easy to be the cheerleader for others, when times are good and when times are bad.
5. Team accomplishment is more important to me than my own personal accomplishments.
6. People often take my ideas and run with them.
7. When involved in group projects, building team cohesiveness is important to me.

Strongly Disagree ← → Strongly Agree  
 1    2    3    4    5

## DO YOU WANT TO LEAD?

### *"It's a Process"*

---

8. When involved in group projects, coaching others is an activity that I gravitate toward.
9. I find pleasure in recognizing and celebrating the accomplishments of others.
10. When involved in group projects, my team members' problems are my problems.
11. Resolving interpersonal conflict is an activity that I enjoy.
12. When involved in group projects, I frequently find myself to be an "idea generator."
13. When involved in group projects, I am inclined to let my ideas be known.
14. I find pleasure in being a convincing person.

Strongly Disagree ← → Strongly Agree  
 1    2    3    4    5

## DO YOU WANT TO LEAD? "It's a Process"

### RESULTS

14-27	This implies a <b>LOW</b> motivation to lead
28-55	This implies <b>SOME UNCERTAINTY</b> over your motivation to lead
56-70	This implies a <b>STRONG</b> motivation to lead

[1] This self-assessment was patterned after that of A. J. Dubrin in Leadership: Research Findings, Practice and Skills (2nd edition) (Boston: Houghton Mifflin Co., 1998). Pp. 10-11.

## METHODS OF DEVELOPING LEADERSHIP

OTA Class of 2007



## OTA LEADERSHIP ARENAS

Missouri Occupational Therapy Association

Local - Workplace



## QUESTIONS

Kristi Voelkerding

o [kvoelkerding@charter.net](mailto:kvoelkerding@charter.net)

Kathryn Melin Eberhardt

o [keberhardt@southsuburbancollege.edu](mailto:keberhardt@southsuburbancollege.edu)