

Expanding the Circle of Influence: Inclusive Leadership Strategies

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Most leaders in corporate and non-profit settings work long and hard to achieve status in their organization. As they strive to get to the top, many leaders inadvertently lose sight of an important point: organizations are comprised of multiple systems, generations, levels of experience, and most importantly, valuable individuals. Leaders collectively close the leadership circle when access to the decisions, rationale, and strategies that guide an entire organization are restricted to the leadership team. In organizations with closed circles, employees watch decisions trickle down from above, often feeling powerless as the process unfolds. Additionally, employees hesitate to share their own ideas as this has been discouraged in the past. Leaders are perceived as aloof, elite, and/or uncaring and employees' lack of commitment often manifests in various methods of resistance.

This workshop specifically targets non-profit leaders who want to create or expand their leadership circle. Through open discussion and case studies, participants will learn how to effectively assess the current environment within their organization and expand their circle by involving other individuals. Expanding the circle can empower the workforce, increase employee commitment, satisfaction, and performance.

Learning Objectives

- Expanding your sense of leadership
- Developing inclusive leadership strategies
- Broadening your organization's leadership base
- Maximizing organizational efficiency
- Better utilizing organizational resources
- Enhancing leadership development