

Campus Safety CONFERENCE 2019

Making Campuses Safer — TOGETHER

**Don't Just "Follow
The Leader."
Effective Leaders
Must Impart Values,
Not Mimicry**

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& Founder
The Luvera Group



CampusSafetyConference.com

Housekeeping

- Cellphones on vibrate or silent
- Access to the presentation
- Q&A Session at end
- Evaluations
- Social Media



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@LuveraGroup

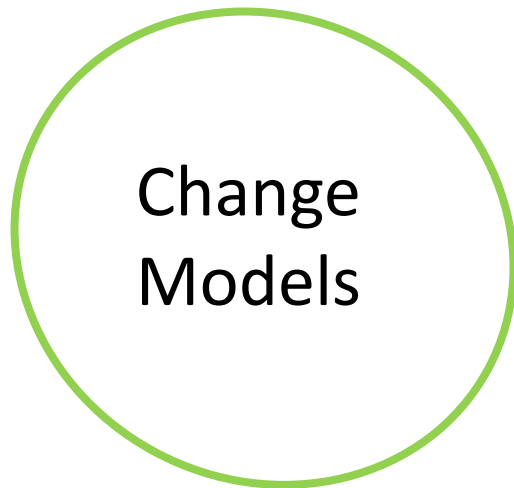
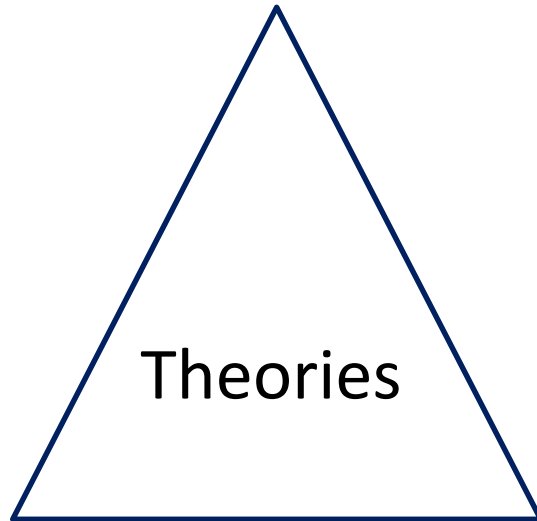
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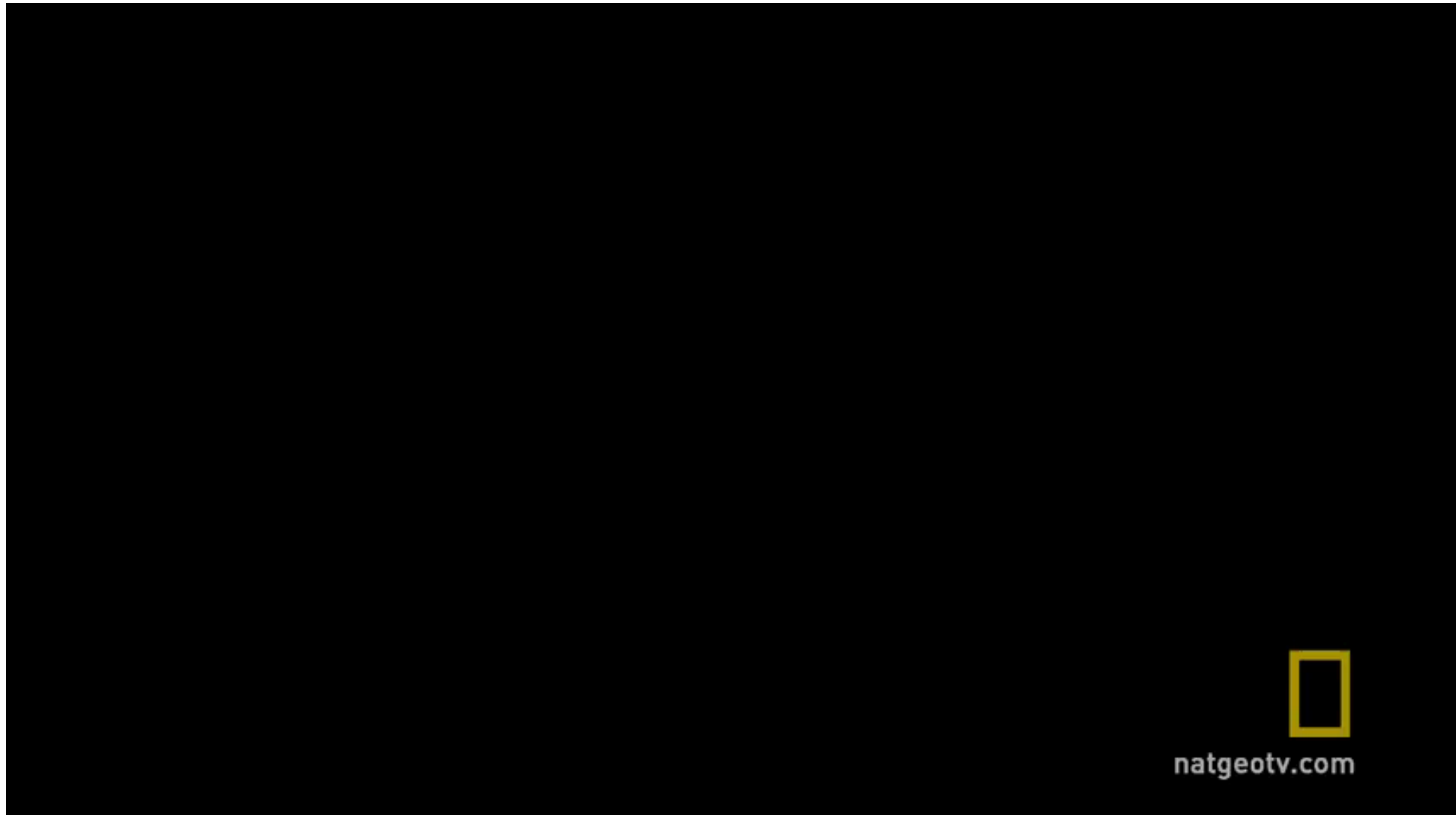
#CSC19

#MakingCampusesSaferTOGETHER





Time to get our brains working...



“Far too much information.. for the brain to process all of it”

“Our brain becomes like a spotlight, focusing our attention on some parts but not others”

“What we don't pay attention to... we don't see”

Not one person can see everything no matter how good you think you are how weak you might think others are.

Should your focus be on the number of jumps?

Who's looking ahead for chickens and other changes that might disrupt your work?

Time for a change of perspective

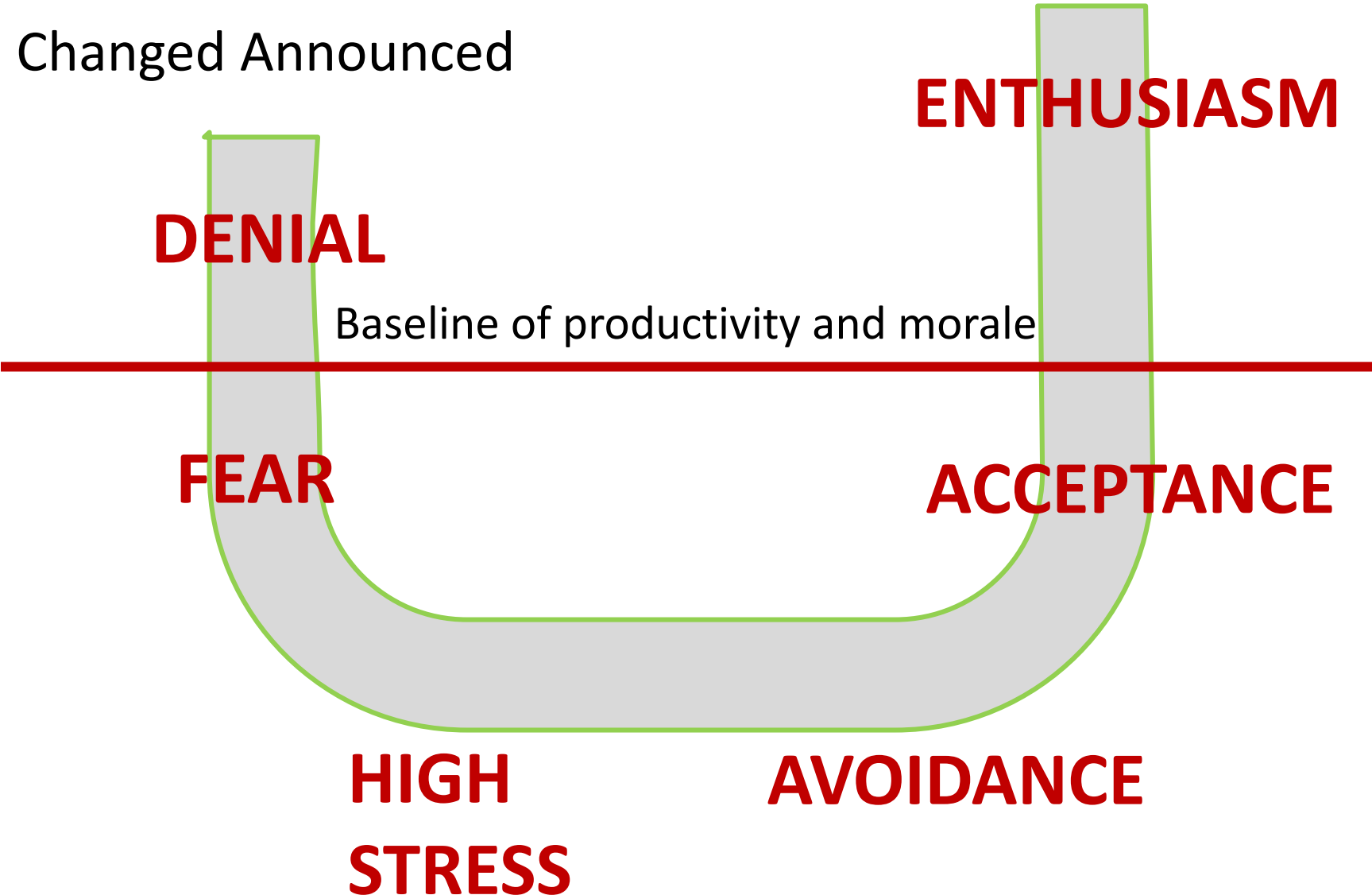
- ✓ Please gather your belongings
- ✓ You will count 1, 2
- ✓ You will move to the opposite side of the room from your current seat
- ✓ 1's will move two rows back and 2's will move two rows forward
- ✓ Do this quickly as we don't have much time

Change:



Make or become different.

Alter, modify, transform,
vary, adjust.



Your Reaction?

He's not serious. Why would he

DENIAL and DISBELIEF

Think (in his own words)! Who does he think he is?
I'll just head for the door and find some coffee.

ANGER and FEAR

Why didn't the outline say we were moving around? I knew I
shouldn't have picked this session. I did know that is rude to make
people move during a session.

BLAMING

Can't we just stay comfortable here? If I don't have to
move I'll give you a good rating on session evaluation.

BARGAINING

Follow the Leader

Would the moving of seats been more accepting if I prefaced it with:

We are going to play follow the leader.

How to play

One player, the Leader, begins moving around with actions that the rest of the players must mimic. Anything — including wildly flailing hands or furiously scratching their head — what the leader does, the others must follow.

Those players who disobey, or lag behind the leader's motions are out of the game. The last person standing becomes the new Leader.

Objective

Observe closely, and use the power of mimicry to advance to the winner's circle.

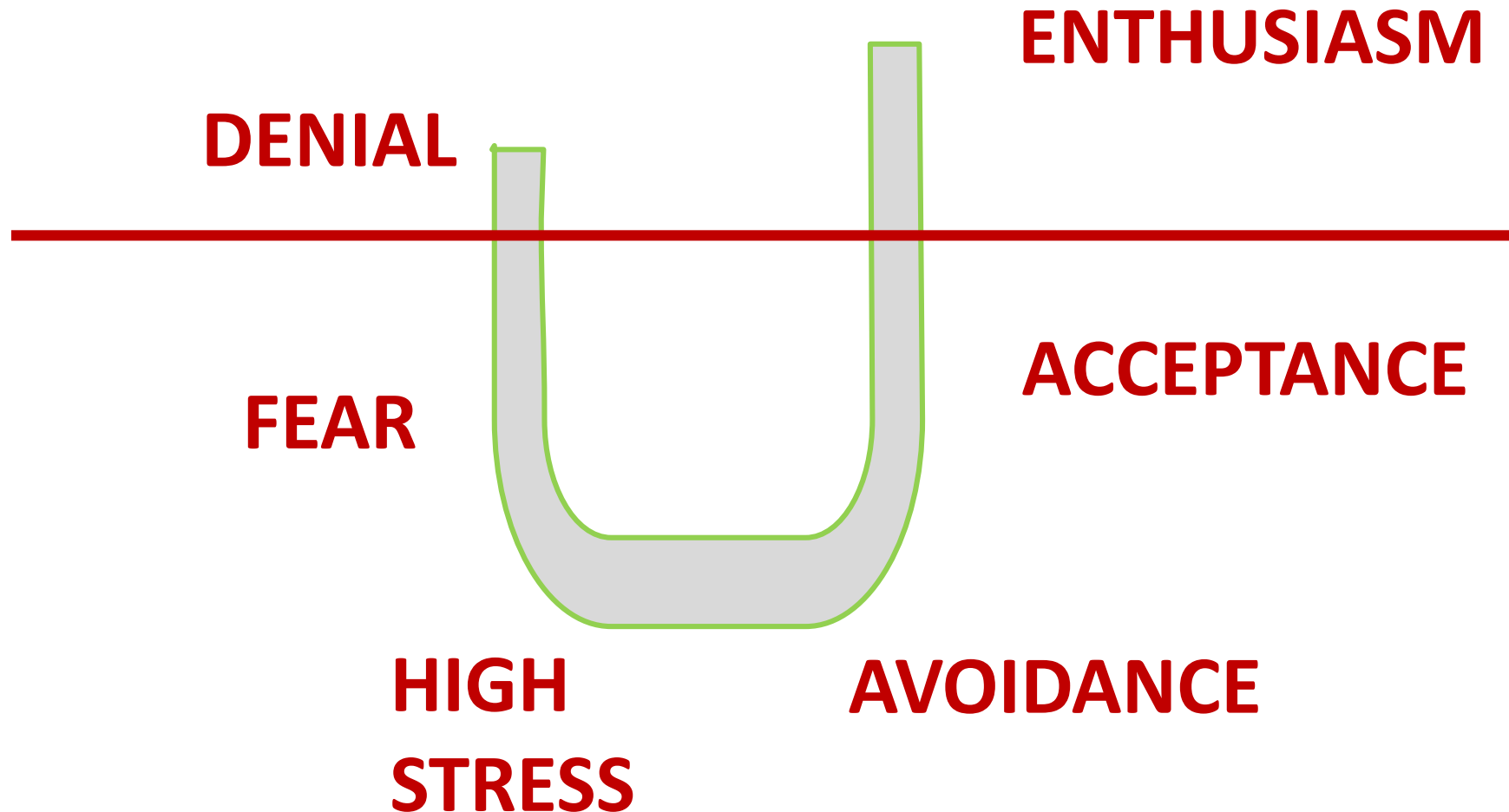
Make it more fun

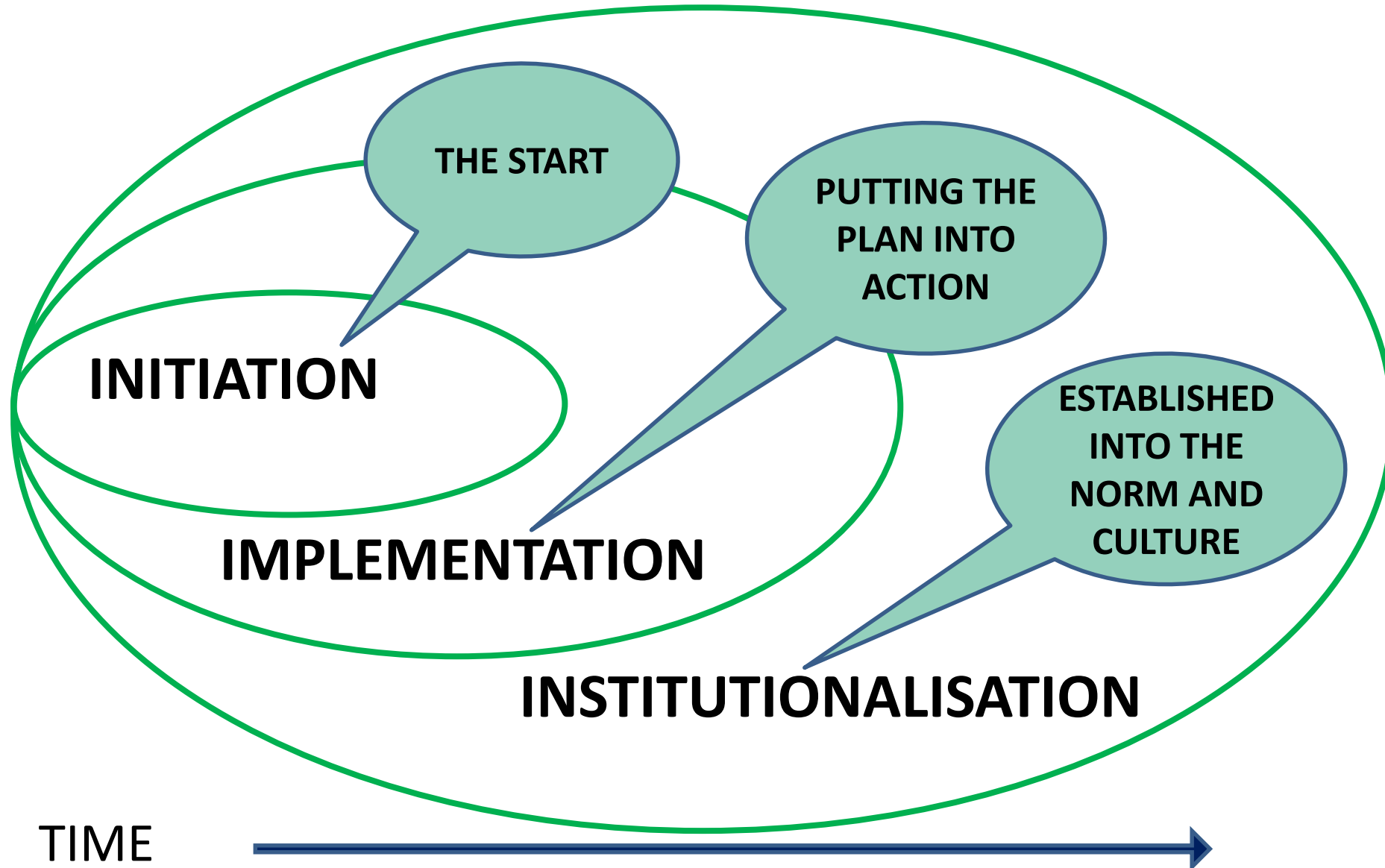
Set the game to music.

There are multiple suggestions and steps for successful change that range from 3-9 steps

- Communicate your concerns for change and seek input.
- Identify the solution(s)
- Communicate
- Work with others on a plan
- Communicate
- Test the plan
- Communicate
- Adjust the plan based on feedback
- Communicate

With Good Communication and Direction







New Payroll System

Initiate  months to determine vendor/software

Implement  months to install on each computer
and train each employee

Institute  Just over 1 year as the rollout and
communication were horrific (x2)



Upgrade in Office Software

Initiate  minutes

Implement  minutes

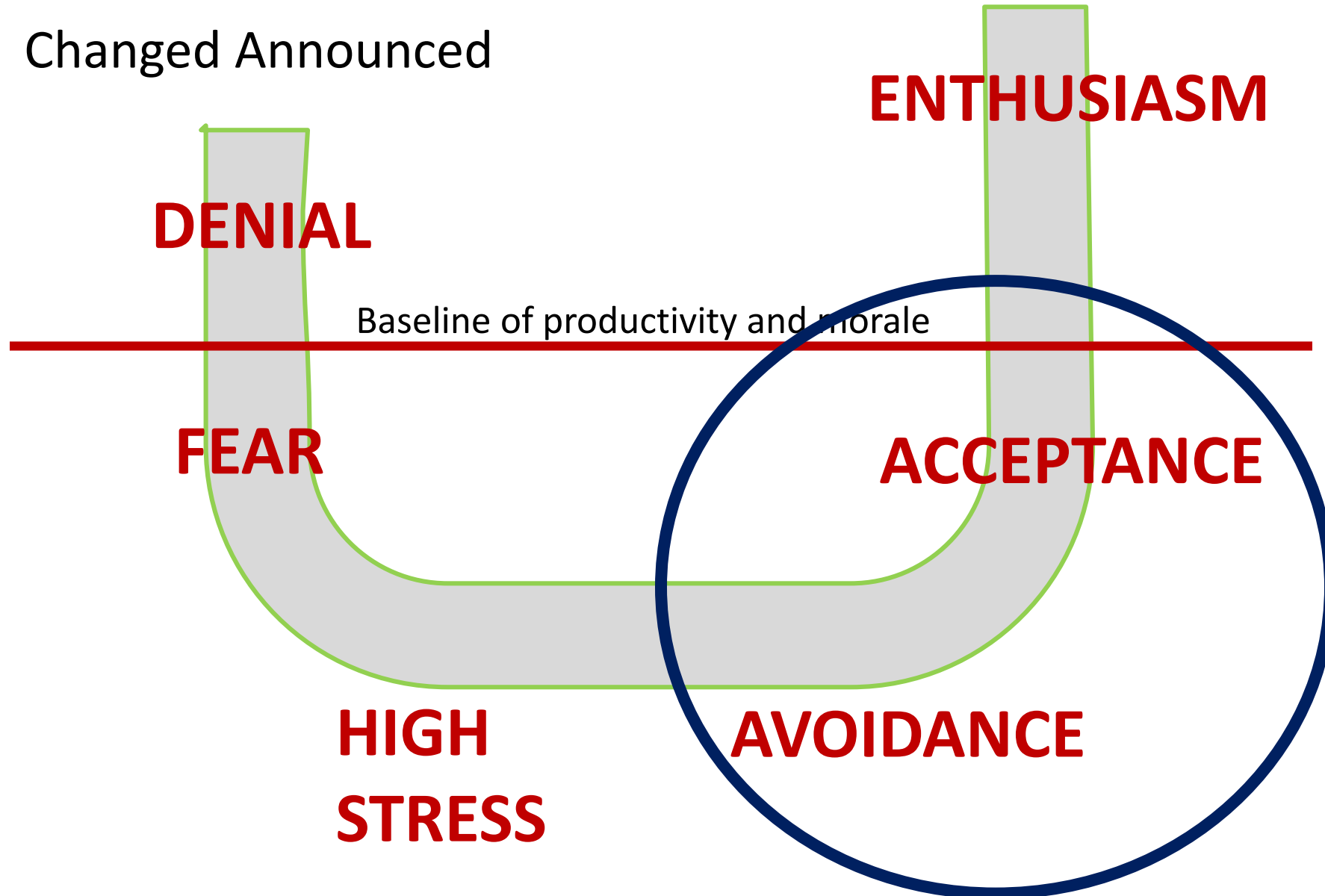
Institute  hours or days

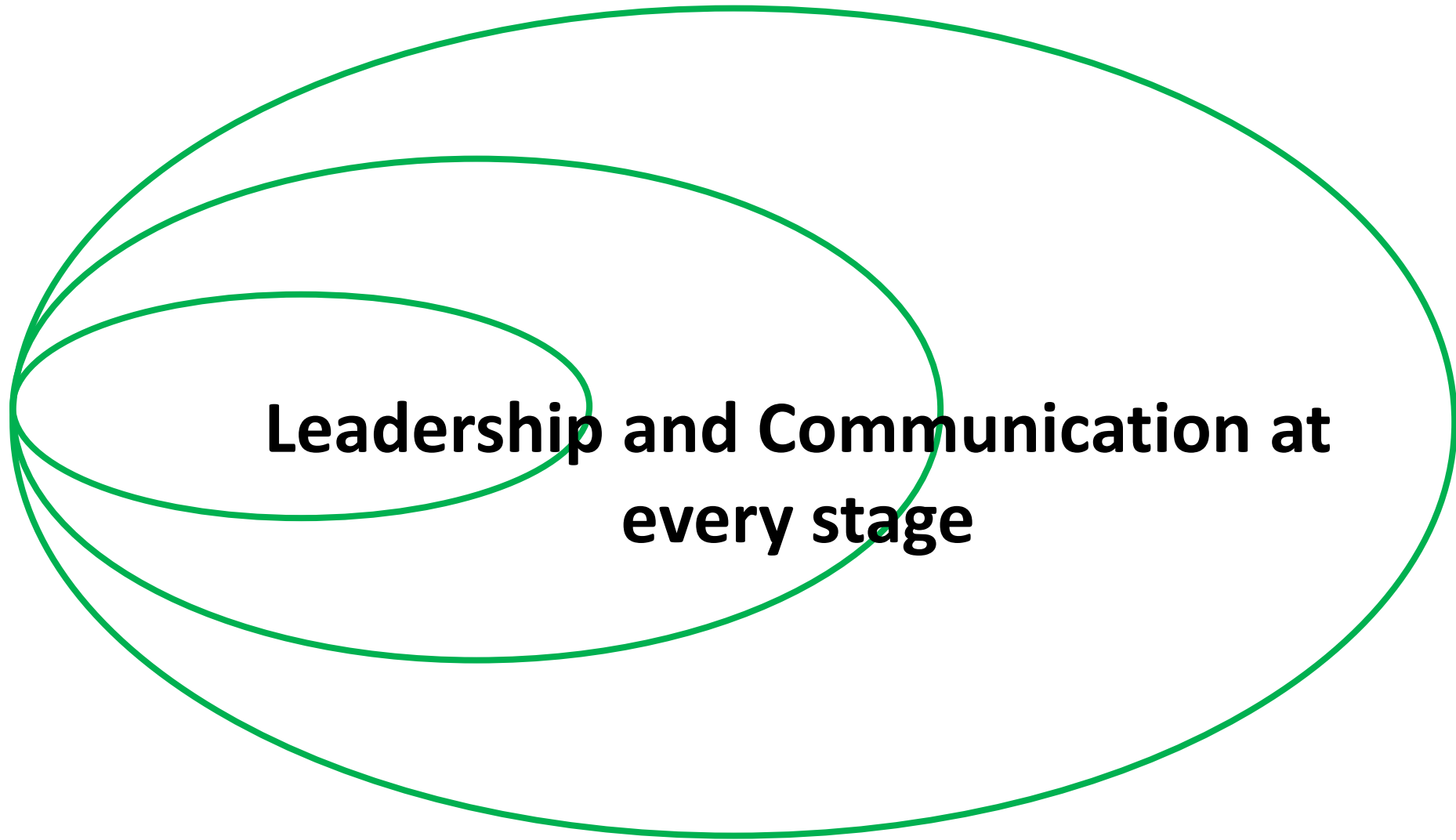


Fix Organizational Morale and Culture

Initiate	—————→	Weeks/months. The right people need to fully understand the process and work through the change curve.
Implement	—————→	Months/years. Slowly done through other changes. Morale is said to be a bi-product of the work environment.
Institute	—————→	Months/years/generations. The leader that initiated does not often see this stage.

Changed Announced





**Leadership and Communication at
every stage**

TIME



Who was the leader?



The people turning the rope?
The jumpers setting the pace?
Those next in line to jump?

**Would “follow the leader” leadership
been effective for these jump ropers?**

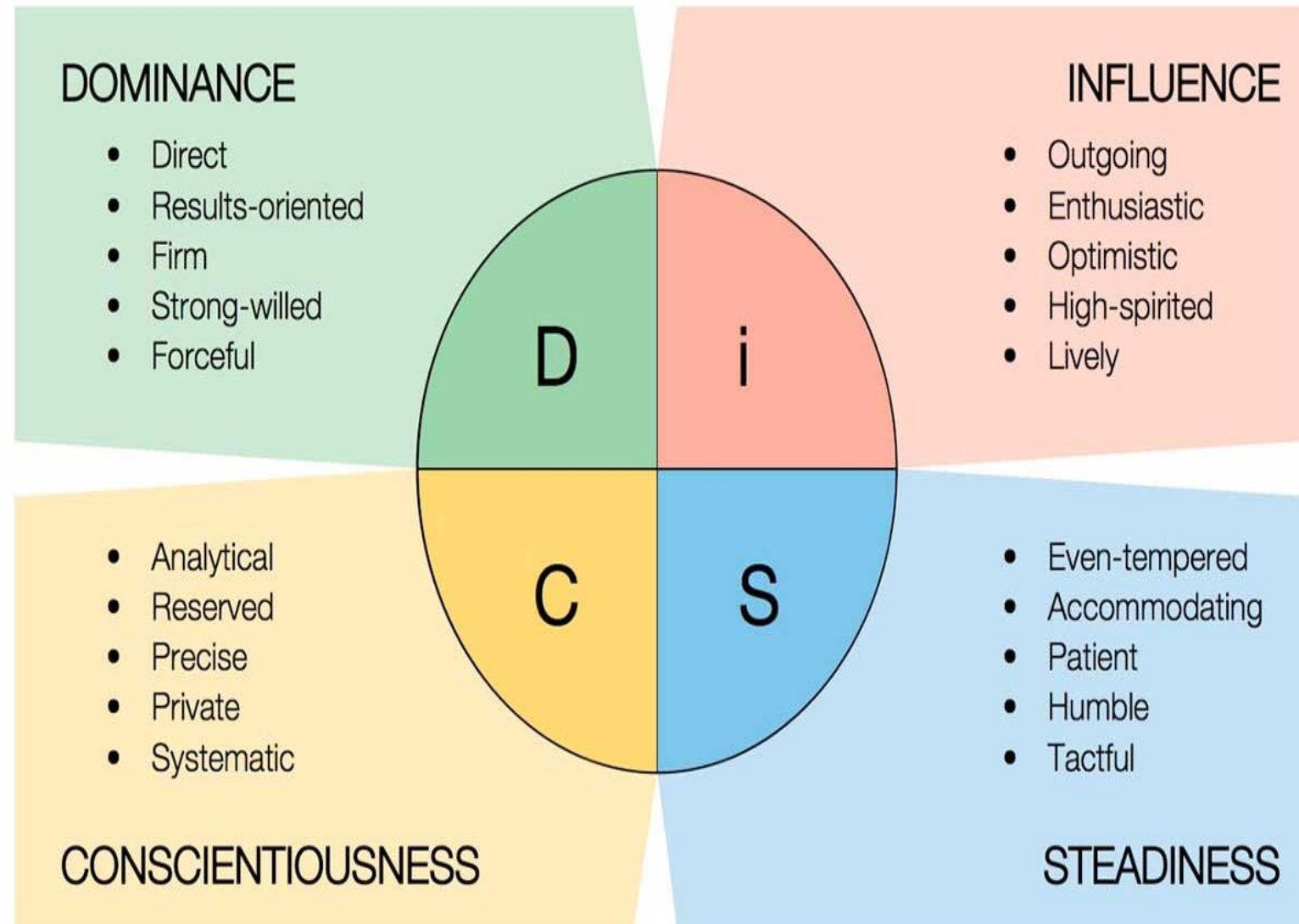
16personalities.com

DISC

Myer-Briggs Type
Indicator

Strengthsfinder 2.0

Implicit.Harvard.edu



- President's Obama, Nixon, Eisenhower, Kennedy, Jefferson Adams, Lincoln
- Mark Zuckerberg
- Warren Buffett
- Bill Gates

How many of your organizations use
“follow the leader”?

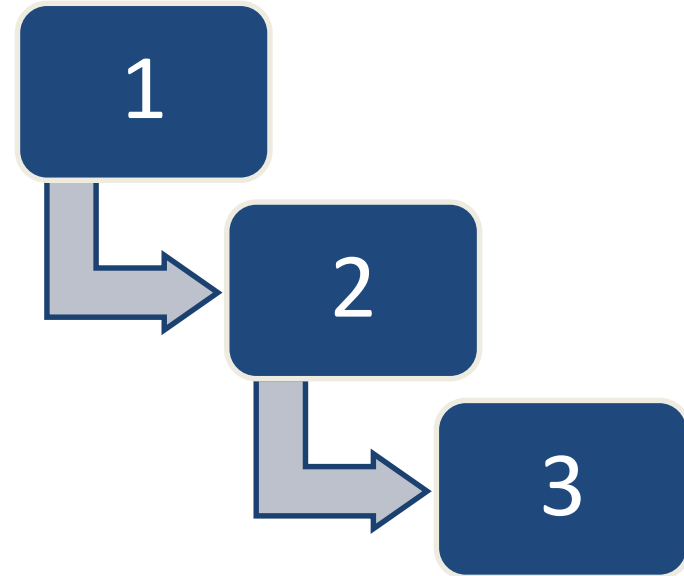
Follow the leader is:

Transactional Leadership



Transactional Leadership

- Clear chain of command
- Reward good – punish bad practices
- No creativity – limited thinking
- Effective for short term specific tasks



Follow the leader is:

Autocratic Leadership

- More extreme than transactional
- Leader retains power – little sharing
- “Rule with an iron fist”
- Suited for environments that are routine or with specific steps.



Autocratic Leadership





“There’s tremendous teamwork at the top.. which filters down to tremendous teamwork throughout the company.”

“Trusting them to come through with their parts...without watching them all the time”

“If you want to hire great people and have them stay working for you; you have to let them make a lot of the decisions.”

“You have to be run by ideas not hierarchy. The best ideas have to win.”

Participative / Democratic Leadership

- Leaders encourage input from team members on most company decisions
- Everyone is given the opportunity to participate, share ideas, exchange information
- Discussions are encouraged
- May not be suited for quick and decisive decision making

Starbucks



Transformational Leadership

- Inspire team members through effective communication
- Establish an environment of intellectual stimulation
- A shared vision for all
- Bill Gates – an



STARBUCKS' PURPOSE

To inspire and nurture the human spirit one person, one cup and one neighborhood at a time.



Charismatic Leadership

- Similar to transformational but when a charismatic leader is removed the motivation of the team dwindles
- Success is closely linked to continual “push” and encouragement of the leader
- As with any leadership style, knowing the motivators of your followers is essential. What works in the NFL may not work in youth sports

Bureaucratic Leadership

- Bureaucratic leadership is often found in highly regulated or administrative environments.
- Rules and hierarchy are imperative for things such as health and safety. “By the book”.
- Limits creativity and innovation.



Servant Leadership

“The servant-leader is servant first, it begins with a natural feeling that one wants to serve, to serve first, as opposed to, wanting power, influence, fame, or wealth.” **Robert K. Greenleaf**

- Introverts can thrive with it.
- Driven through morals.
- Shared influence by all.
- Can hurt by putting people ahead of objectives

“There can be no greater gift than that of giving one’s time and energy to help others without expecting anything in return”

Nelson Mandela



Laissez-Faire Leadership

Let Them Do – Theory of government not interfering in the marketplace

- Effective for highly motivated, skilled and experienced teams
- Best when given clear goal
- When not applied correctly can be non productive or harmful.

Situational Leadership

Developed by Hersey and Blanchard in 1969
Let Them Do – Theory of government not interfering in the marketplace

- Effective for highly motivated, skilled and experienced teams
- Best when given clear goal
- When not applied correctly can be non productive or harmful.

“Great leaders don’t set out to be a leader. They set out to make a difference. It’s never about the role – always about the goal.”

Lisa Haisha



A Safer Campus

TODAY'S ACCOMPLISHMENTS

- State of Washington has coffee, weed and petrified rocks
- Organization change and implementation
- Types of leaders and styles vary throughout professions, organizations and teams

TODAY'S ACCOMPLISHMENTS

- Leadership Styles

- Autocratic
- Transformational
- Transactional
- Servant
- Laissez-Faire
- Participative / Democratic
- Charismatic
- Situational
- Bureaucratic

- Effective leadership is not as simple as 'follow the leader'

June 18, 2019

Dear (insert your name),

**As our leader we look to you for
guidance, vision and a destination.**

**Many of us are excited for change
and the opportunities that are
ahead.**

Some of us are fearful of uncertainties and don't like change. A few of us will challenge you every step of the way.

We know you can successfully transform us. Please do not give up on us or the future that we can achieve through your leadership.

Signed,
Your colleagues, Team, Community

People are often unreasonable,
illogical and self-centered

~ Love Them Anyway ~

If you are kind, people may accuse
you of selfish ulterior motives

~ Be Kind Anyway ~

If you are successful, you win
false friends and true enemies

~ Succeed Anyway ~

The good you do today will be
forgotten tomorrow

~ Do Good Anyway ~

Honesty and frankness
make you vulnerable

~ Be Honest and
Frank Anyway ~

What you spend years building,
may be destroyed overnight

~ Build Anyway ~

People really need help but may
attack you if you try to help

~ Help Them Anyway ~

If you give the world the best you
have, you may get kicked in the teeth

~ Give the World the
Best You Have Anyway ~

You see in the final analysis, it is
between you and God.

~ It was never between you
and them anyway ~

Mother Teresa's "Do It Anyway"

Thank you for attending **Campus Safety West** and this workshop!

Please go make your piece of this world a better place.

Safe Travels!

If I can ever be of assistance to you on your leadership journey, please reach out.

Reminders

- Access to the presentation
- Evaluations
- Social Media

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