



# Values-Based Leadership Series

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## OVERVIEW

Presented BY: Dr. Roberta Neault, CCC, CCDP, GCDFi



# Agenda

A Taste of  
Values-  
Based  
Leadership

About the  
VBL  
Program

Structure

Next Steps

# What is Leadership?

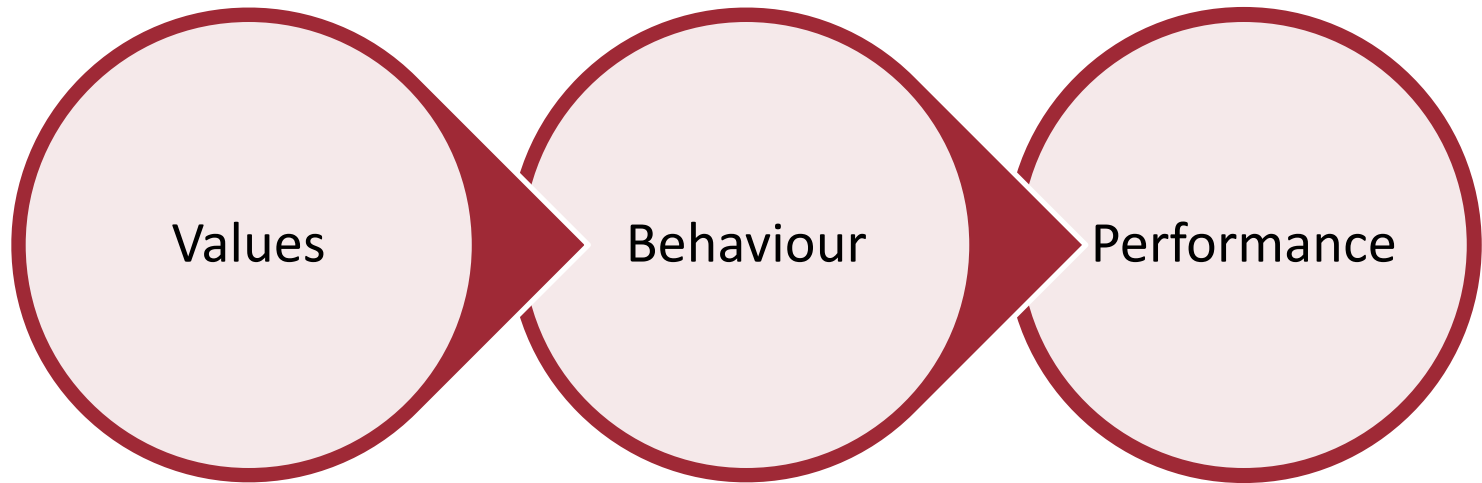


# A Taste of Values- Based Leadership



# Why Values?

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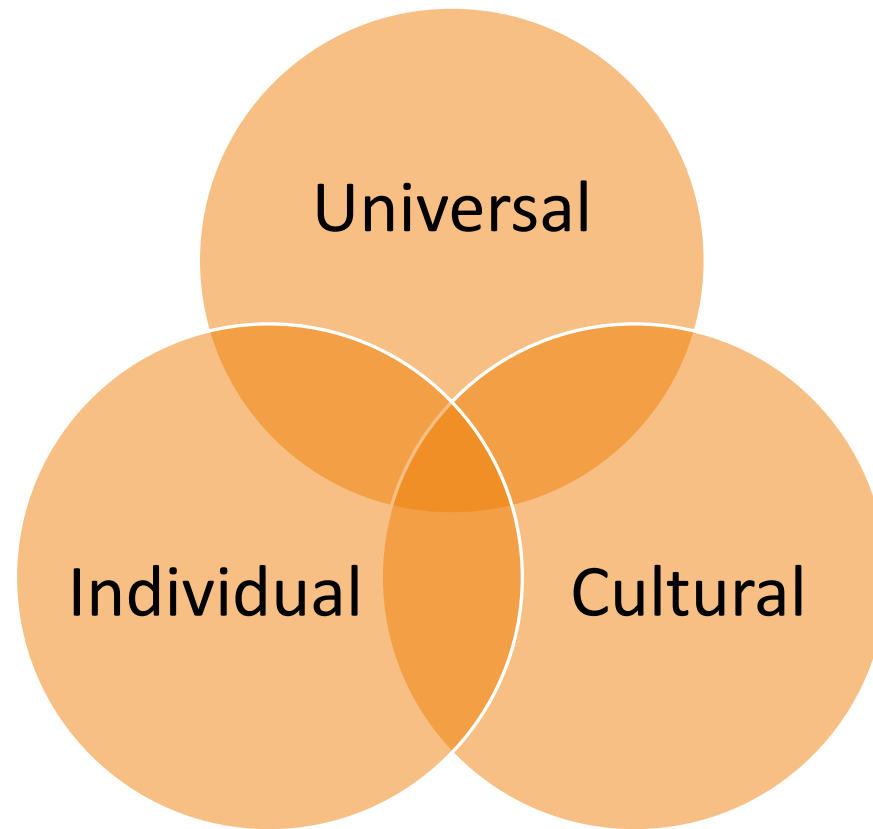


Source:

<http://www.davishtaylor.com/documents/ThePowerofValuesBasedLeadership-Sample.pdf>

# Layers of Values

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# Personal Values

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What brings me to life / what's worth doing?

What deep meanings fuel my enthusiasm?

What (or who) drains my energy and optimism?

What (or who) renews my hope, drive,  
and vision of possibilities?

~Adapted from Marsha Sinetar, 1998

# Shaping Outcomes

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**Event:**  
Something  
Happens

**Response:**  
We Respond  
to the Event

**Outcome:**  
Our Response Added  
to the Event  
Creates Something



# Questioning Assumptions

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Do you believe that people:

- Are trustworthy?
- Seek responsibility?
- Meaningful work?
- Learn?
- Don't resist being changed?
- Prefer work to play?

Culture of Kindness

Believe the Best

# Types of Influence Tactics in Organizational Settings

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Silent  
Authority

Assertiveness

Exchange

Coalition  
Formation

Upward  
Appeal

Ingratiation

Persuasion

Information  
Control



**Values-based leadership** is the idea that leaders should draw on their own and followers' values for direction, inspiration and motivation.

<https://www.businessballs.com/leadership-philosophies/values-based-leadership/>


# About the VBL Program




# Development/Revision Process

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Review existing VBL Curriculum  
(ASPECT, 2006)



Revise and/or develop  
core and elective courses



Create comprehensive series syllabus



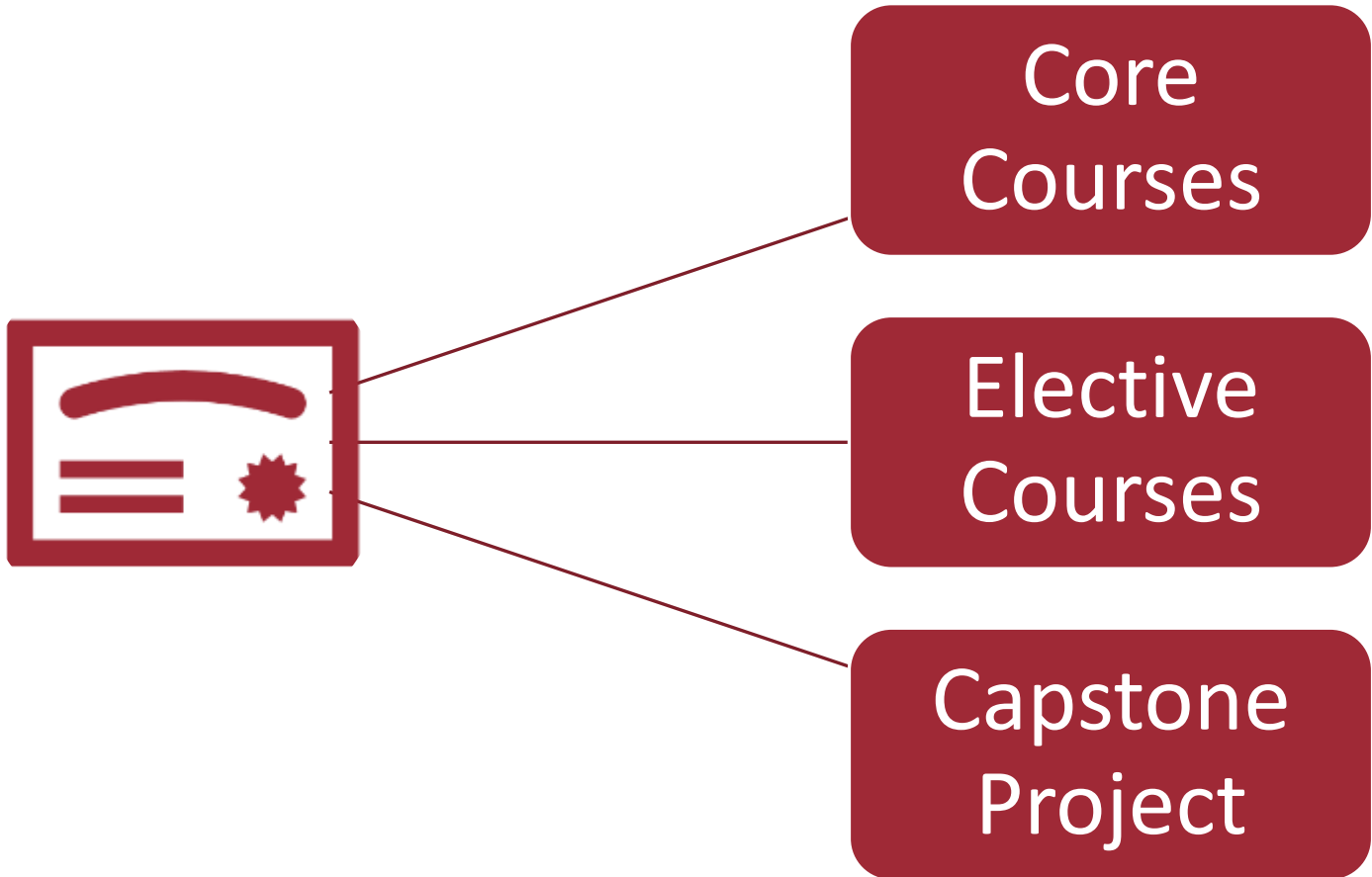
Populate e-learning platform



Launch series

# Series Components

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# Flexible Options

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Full Series



Individual Online Course



3-Core Bundle



Capstone Project Presentations

# Program Benefits

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Broaden your leadership range and access tools you can use right away

Gain a deeper understanding of your leadership capabilities

Learn how to communicate with confidence and authenticity

Become more effective at influencing and motivating others

Obtain insights and best practices for managing teams

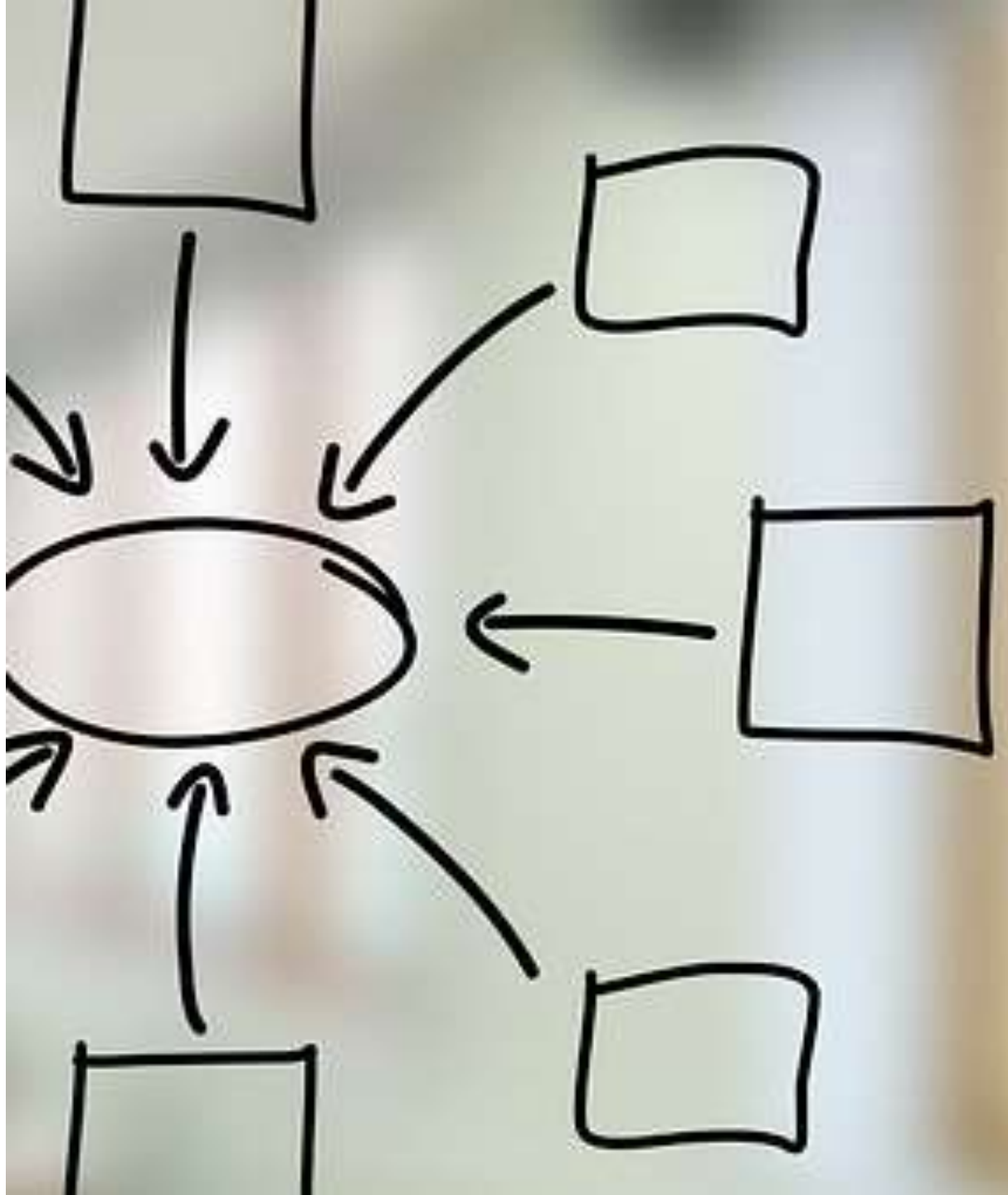
Expand your leadership network

Achieve active learning through simulations and exercises

Facilitation by business professionals and thought leader



Structure



# Core Courses

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C1: What is Leadership?

C2: Self-Awareness, Confidence, & Values

C3: Trust, Motivation, & Recognition

C4: Leadership Within the Organizational Context

C5: Leading for Change

C6: Leadership: Where Do We Go From Here?

# Elective Courses (Select 3)

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E1: Leadership Lessons for Transformational Times

E2: Supervising Career Development Practitioners

E3: A Social Justice Approach to Leadership and Advocacy

E4: HR Life Hacks for Leaders

E5: Leadership & Communication

E6: Teams & Leadership

# Learning Process

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Online



Prepare  
(Monday to  
Wednesday)



Join  
(Wednesday)



Discuss  
(Thursday to  
Saturday)



Reflect  
(Due Sunday)

Mixed

Pre-Reading

In-Person

Application

# Your "Homeroom" Online

## Values-Based Leadership - HOMEROOM

Home > Courses > ASPECT > VBL-HOMEROOM

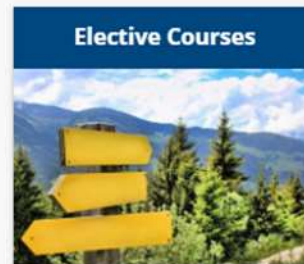
### Welcome to Values-Based Leadership

This course will store general series information - everything th  
Consider it your "homeroom."



START HERE - Introduction Learning Activities

This page provides a step-by-step guide to the introductory readings, discussions, and activities. You will find similar Learning Activities pages within each course.



# Sample Course

## C2: Self-Awareness, Confidence, & Values

Home ▶ Courses ▶ ASPECT ▶ C2

Turn editing on

### Welcome to Self-Awareness, Confidence, & Values (C2)

Your progress ⓘ

Leadership begins with knowing who you are and what you stand for. Guided by self-awareness and clarity of core values, leaders confidently share/model these values, leading those on the same quest, with the same vision. This course will explore the concept of “leading from within,” supporting students in developing ways to continually enhance confidence, and clarify, articulate, and commit to their core values and personal vision.

Within this course, students will:

- Explore the concept of “leading from within”
- Enhance self-awareness and confidence
- Clarify, articulate, and commit to core values and personal vision

 C2 Announcements

 C2 Learning Activities

 C2 Pre-Reading

 C2 Activity: Personal Leadership Growth

 Thought Exercise



# Capstone Project

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## Presentation (25%)

- Pecha Kucha elements (5)
- Presentation content (5)
- Presenter style (5)
- Presentation format (5)
- Discussion facilitation (5)

## Paper (45%)

- Description of challenge (5)
- Rationale for selection (5)
- 3 strategies (15)
- Implementation plan (10)
- Evaluation strategies (10)

Register online at

<https://aspect.bc.ca/Registration-VBL>



Next Steps