

Tips for Using *Ideas Into Action* #7: *Exploring the “Social” Personal Leadership Resources: Perceiving Emotions, Managing Emotions & Acting in Emotionally Appropriate Ways*

1) Learn how the resource is organized.

Use the “What’s Inside” column on page 2. There are four main parts:

- The Personal Leadership Resources (PLRs): “What Research Says”
- Exploring the Social Resources: Perceiving emotions, Managing emotions, Acting in emotionally appropriate ways
- Developing the Social Resources: “Ten Strategies for Success” have been found to be successful in building and strengthening the social PLRs.
- Resources recommended by Ontario Leaders

2) Become familiar with the content and apply the content.

- When reading the document from start to finish, provide structure and purpose to your reading by looking for and highlighting phrases, sentences or whole passages that interest, puzzle, or surprise.
- When working with others to become familiar with the content, refer to the following suggested activities that provide some options. Integrate discussion of possible applications to real-life practice as a way of deepening understanding of implications for leadership practice.

Content Focus: The Personal Leadership Resources (PLRs): What Research Says (Pages 2-3)

Purpose: To provide context

Process: Concept development to distinguish between the 3 types of PLRs

Activity: Carousel Brainstorming

1. Create 3 charts and one topic at the top of each chart (Social Resources, Psychological Resources and Cognitive Resources)
2. Participants read pages 2-3 and assign each participant to a chart
3. Teams have three minutes to generate and record attribute/skills/attitudes of effective leaders
4. After 3 minutes, teams move to the next chart until all charts have been visited

Content Focus: Exploring the Social Resources: Perceiving emotions, Managing emotions, Acting in emotionally appropriate ways (Pages 4-9)

Purpose: To gain understanding of research-based perspectives of the PLRs and their application to leadership practice in individual contexts

Process: Highlighting key points from researchers who focused on the PLRs

Activity: Spinning a Web

1. Researchers’ names are randomly recorded on a whiteboard or chart (Drago-Severson, Fredrickson, Javidan/Walker, Thomas, Goleman, Salovey/Mayer, Cherniss, Ginsberg/Davis, Seligman, David/Congleton, Amabile/Kramer, Leithwood/Beatty & Hattie)
2. Participants will read pages 4-9 and write key words around each researcher’s name.
3. Participants draw and describe links between common topics creating a web.

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Content Focus: Developing the Social Resources: “Ten Strategies for Success” have been found to be successful in building and strengthening the social PLRs.

Purpose: To gain understanding of the ten strategies that build and strengthen ones’ social PLRs

Process: Interactive partner or small group format

Activity: Three Step Interview

1. Form teams of three (A, B, C) A-Interviewer, B-Respondent, A- Recorder
2. Read independently one of the ten strategies (page 10-24)
3. A asks B the three questions and C records answers
 - a) What would a one-minute elevator speech sound like describing your strategy?
 - b) What kind of scenarios might occur when this strategy could be used?
 - c) Describe a personal/professional situation when this strategy was successfully implemented or could have been implemented.
4. Provide 5 minutes for respondents to be interviewed.
5. Switch positions and continue until all have been interviewed.

Activity: Inside Outside Circle of the Proven Strategies

1. Each participant receives text of one of the proven strategies to read.
2. Participants are numbered off from one to the maximum number of participants.
3. All participants with odd numbers form an outside circle facing inwards.
4. All participants with even numbers form an inside circle facing partner.
5. Each pair briefly describes their strategy and personalizes the content (two minutes each).
6. Outside circle moves to create new pairs. Repeat.

Activity: Twitter and Hashtag

1. Participants read one of the selected strategies.
2. Participants with twitter accounts pair with colleagues who are not on twitter.
3. Partners paraphrase in 140 characters with hashtag #SocialPLR a new learning.
4. Example: (Think about work/life “integration” rather than work/life “balance” #SocialPLR).

Activity: Say Something

1. In partners participants silently read and simultaneously to a designated stopping point.
2. When each partner is ready, stop and “say something.” The something might be a question, a brief summary, a key point, an interesting idea, or a personal connection.
3. Continue the process until you have completed the selection.