Creating Inspirational Leaders: Beginning to Build Competencies in Today's Leaders

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Inspiration

n. in.spi.ra.tion (in'spe-ra shen)

Definition*:

1. Stimulation of the mind or emotions to a high level of feeling or activity.
2. Arousal of the mind, feelings, to a special or unusual activity or creativity
   a) a condition of being stimulated
   b) someone or something that causes this state

Consultation

Rational Persuasion

Collaboration

Appraising

Exchange

Inspiration
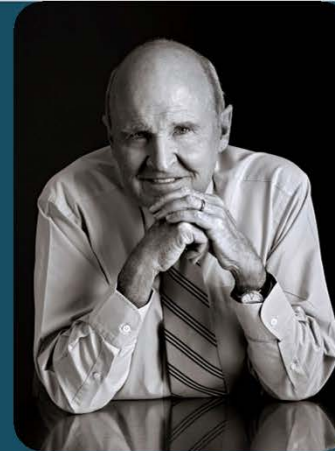
Pressure

Personal Appeals

Ingratiation

Legitimizing

Coalition

CPP
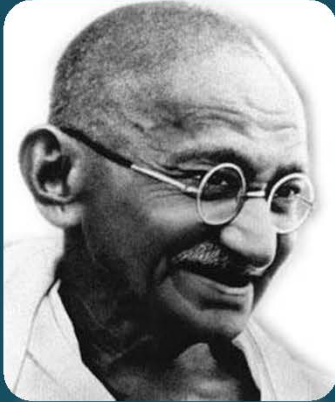
Why Focus on Inspiration?
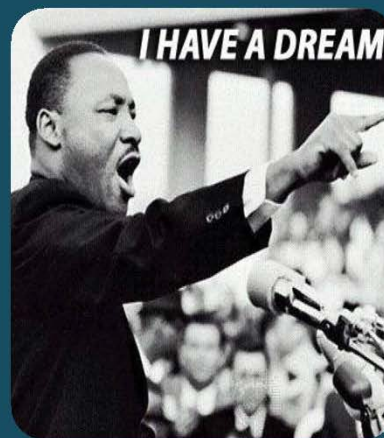
UNEMPLOYMENT

7.8-14%

$300-415 Billion
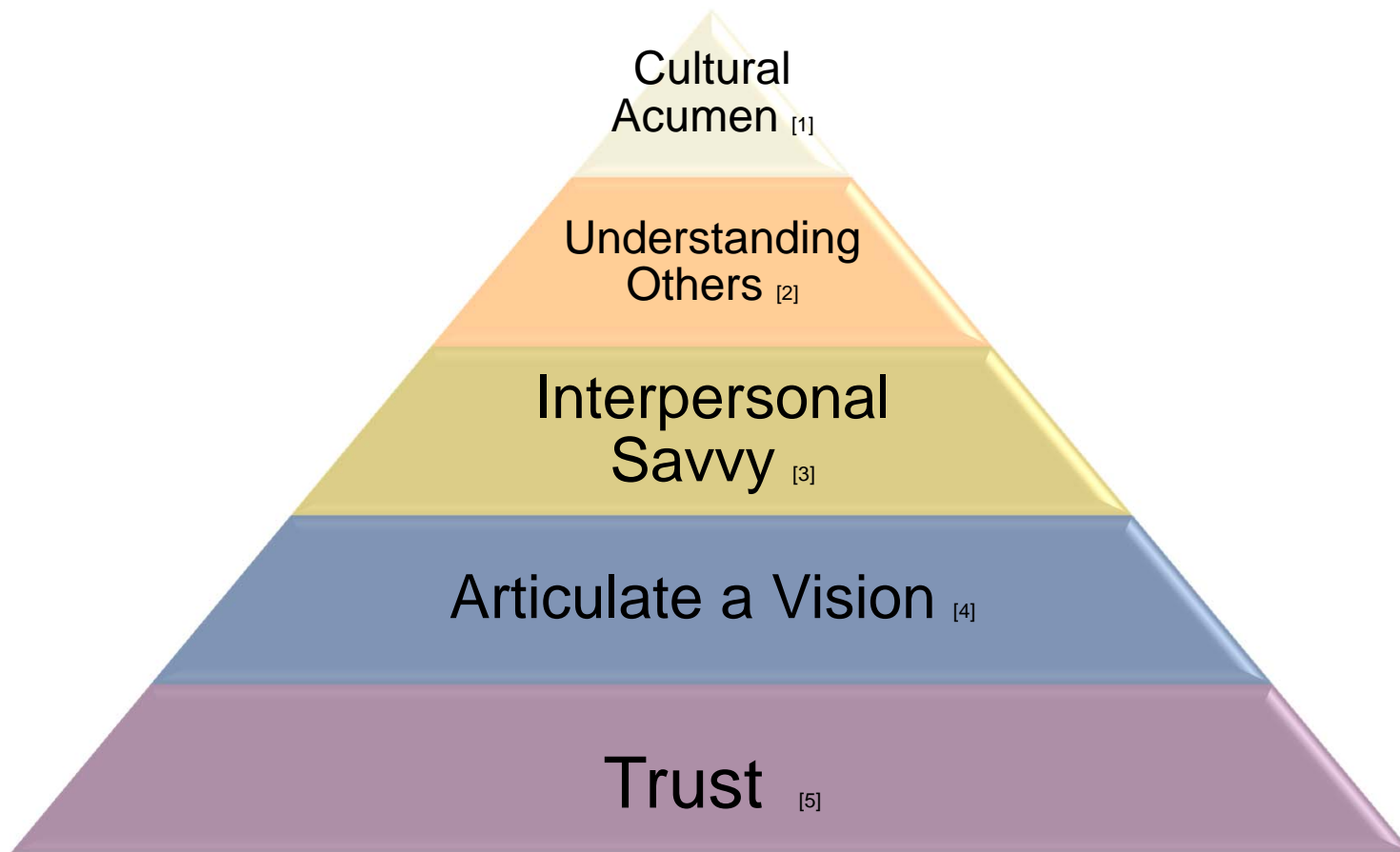
(BlessingWhite,2011;Seidman, 2011; Walsh, 2011).

Have you ever been inspired by a leader? What did that look like and how did if feel to be around someone inspirational?

Inspiration Core Competencies

Cultural Acumen [1]

Understanding Others [2]

Interpersonal Savvy [3]

Articulate a Vision [4]

Trust [5]

Cultural Acumen

Interpersonal Savvy & Understanding Others

Articulating A Vision

Trust

Insights into Inspirational Leaders in the Middle East

Leadership in Action from the Arab World

UAE in the late 1960's

Shaikh Zayed articulated a clear vision…….

"The real asset of any advanced nation is its people, especially the educated ones, and the prosperity and success of the people are measured by the standard of their education."
His Highness Shaikh Zayed Bin Sultan Al Nayhan

President of the United Arab Emirates since the formation of the Federation on 2 December 1971 Ruler of the Emirate of Abu Dhabi 1966 - 2004.

And knew the value of his messages.

"I had many dreams. I dreamt of our land keeping pace with the growth of the modern world."

18

Rapid growth and development
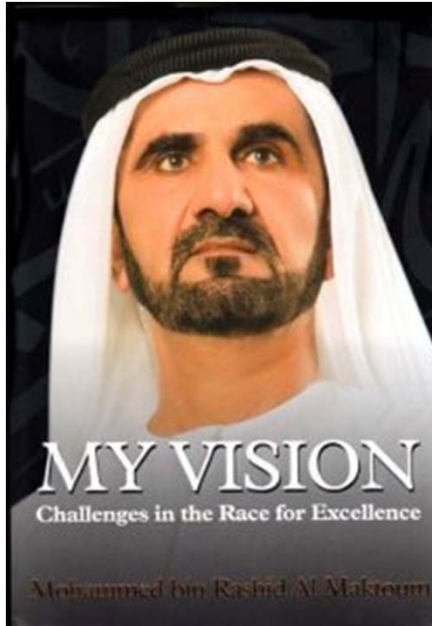

Dubai 1990

Dubai 2003

Today

Putting Dubai on the map

His Highness Shaikh Mohammad Bin Rashid Al Maktoum is also a visionary leader

"A leader must set out a clear vision, which he must trust absolutely. If he loses that trust, he will begin to hesitate and falter. We don't get into our cars and set out onto the road without knowing our destination…We have to know where we really want to go."

"A leader does not necessarily need to be the most intelligent member of his group…rather he is the one with the clearest and most far-reaching vision."

M-Government

The United Arab Emirates leads the world with **73% mobile penetration**, global figures remain at **51%. Shaikh Mohammad's latest vision** will see all government entities in the UAE provide their services via mobile phones, text messaging and other portable devices within the next **two years.**

"We are looking for a mobile government that operates round the clock. I want my government to be a one-stop shop where everything can be done easily."

Other inspiration core competencies......

Trust.......

HRH Prince Alwaleed Bin Talal Bin Abdulaziz Alsaud
Chairman, Kingdom Holding Company

Cultural acumen.......

Mohammed Alshaya
Chairman, M.H. Alshaya Company
MBA Wharton School

Mishal Kanoo
Vice Chairman/CEO, The Kanoo Group
MBA Houston

Loay Nazer
Chairman, Nazer Group
MBA UCLA

Putting it into Action

Functional Components of Inspiration

Goal Setting

Understanding Yourself & Others

Building Trust

Inspirational Messaging

How do we start to build trust & understanding of others?

MBTI®
Personality

FIRO-B®
Behaviors/Perceptions

Insight and Intention

The Four MBTI Dichotomies

Extraversion ⟷ Introversion

Energy

Sensing ⟷ Intuition

Information

Thinking ⟷ Feeling

Decisions

Judging ⟷ Perceiving

Lifestyle

FIRO-B Model

|	Inclusion	Control	Affection
Expressed	The level of effort made to **include others in activities**, need for belonging or **participating in social groups**	The **level of** control and **influence** desired over tasks/people	The level of **effort/desire to get close to people** and comfort in **expressing personal feelings** and support of others
Wanted	The level of interest in **having others act inclusive and provide recognition**	The level of **clarity/direction desired over tasks/ situations/people**	The level of **interest in having others express personal feelings**, provide support and encouragement

MBTI Preferences and FIRO-B Attributes

IT	• Quiet and less interactive with others/groups/social settings • Reflective and may seek solitude • Analytical and may be prone to critiquing

Speaks to level of Inclusion, Control and Affection

IF	• Quiet and less interactive with others/groups/social settings • Expresses interest, care and concern for others and may enjoy connecting with others • May avoid conflict or dealing with conflict directly

Speaks to level of Inclusion and Affection

EF	• Express and show sincere interest in others thoughts/feelings • Actively participate in social settings/groups/meetings • Collaborative and interested in getting others involved

Speaks to level of Inclusion and Affection

ET	• Expressive and active in social setting/groups/meetings • Less interested in connecting with others and more focused on results and finding the critical path • Dominate and may tend to be more directive

Speaks to level of Inclusion, Control and Affection

Example

	Inclusion	
Expressed 7 High	• Enjoy including others in meetings and other social activities frequently. • Actively seek others' input and include them in decisions.	
Wanted 3 Med/Low	• Less interested in being included in others' meetings/activities or groups. • Prone to saying will participate and then not show up.	
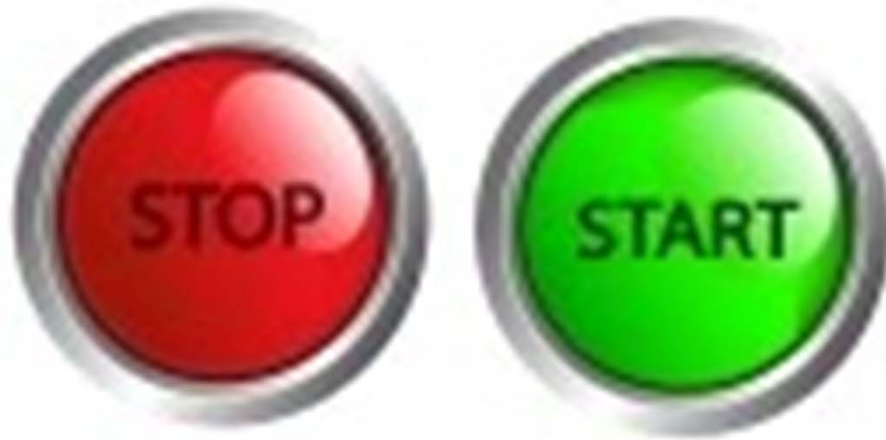
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Merci Beaucoup

¡Muchas gracias!

Köszönöm szépen

谢谢

शुक्रिया

شكرا

Thank You Very Much!

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