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

* http://www.thefreedictionary.com/inspiration
Let’s Look at Influence…

Inspiration

- Consultation
- Collaboration
- Exchange
- Pressure
- Coalition
- Ingratiation
- Legitimizing
- Personal Appeals
- Appraising
- Rational Persuasion
- Consultation
Why Focus on Inspiration?

(BlessingWhite, 2011; Seidman, 2011; Walsh, 2011).

7.8-14%

$300-415 Billion
Have you ever been inspired by a leader? What did that look like and how did it feel to be around someone inspirational?
Inspiration Core Competencies

1. Cultural Acumen
2. Understanding Others
3. Interpersonal Savvy
4. Articulate a Vision
5. Trust
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 dreamed of our land keeping pace with the growth of the modern world."
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.”
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

<table>
<thead>
<tr>
<th></th>
<th>Inclusion</th>
<th>Control</th>
<th>Affection</th>
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<tbody>
<tr>
<td><strong>Expressed</strong></td>
<td>The level of effort made to <em>include others in activities</em>, need for belonging or participating in social groups</td>
<td>The <em>level of</em> control and <em>influence</em> desired over tasks/people</td>
<td>The level of <em>effort/desire to get close to people</em> and comfort in expressing personal feelings and support of others</td>
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<tr>
<td><strong>Wanted</strong></td>
<td>The level of interest in having others act inclusive and provide recognition</td>
<td>The level of <em>clarity/direction</em> desired over tasks/situations/people</td>
<td>The level of <em>interest in having others express personal feelings</em>, provide support and encouragement</td>
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### MBTI Preferences and FIRO-B Attributes

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<thead>
<tr>
<th></th>
<th>Description</th>
<th>FIRO-B Attributes</th>
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<tbody>
<tr>
<td><strong>IT</strong></td>
<td>Quiet and less interactive with others/groups/social settings</td>
<td>Speaks to level of Inclusion, Control and Affection</td>
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<td></td>
<td>Reflective and may seek solitude</td>
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<td></td>
<td>Analytical and may be prone to critiquing</td>
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</tr>
<tr>
<td><strong>IF</strong></td>
<td>Quiet and less interactive with others/groups/social settings</td>
<td>Speaks to level of Inclusion and Affection</td>
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<td></td>
<td>Expresses interest, care and concern for others and may enjoy connecting with others</td>
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<td></td>
<td>May avoid conflict or dealing with conflict directly</td>
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<tr>
<td><strong>EF</strong></td>
<td>Express and show sincere interest in others thoughts/feelings</td>
<td>Speaks to level of Inclusion and Affection</td>
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<td></td>
<td>Actively participate in social settings/groups/meetings</td>
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<td></td>
<td>Collaborative and interested in getting others involved</td>
<td></td>
</tr>
<tr>
<td><strong>ET</strong></td>
<td>Expressive and active in social setting/groups/meetings</td>
<td>Speaks to level of Inclusion, Control and Affection</td>
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<tr>
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<td>Less interested in connecting with others and more focused on results and finding the critical path</td>
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<td>Dominate and may tend to be more directive</td>
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<tr>
<td>Inclusion</td>
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| **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. |
References – Inspiration Core Competencies

[1] Cultural Acumen

[2] Understanding Others

[3] Interpersonal Savvy/Skills


[5] Trust
References


Merci Beaucoup
¡Muchas gracias!
Köszönöm szépen
谢谢
शुक्रिया
شكرا
Thank You Very Much!

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