

What Makes a Great Leader?

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Our goal is to provide additional insight on what makes a great leader...

- Qualities necessary in a great leader
- Perspective of young professionals concerning various leadership challenges and/or generational workplace barriers
- Qualities young professionals look for in you

Why should anyone follow you?



Source: Article written by Melanie Joy Douglas, Monster Contributing "What Makes a Great Boss?"

A supervisor's leadership is often the primary reason for people either loving or eventually leaving their jobs.

A supervisor is the umbilical cord that connects employees to an organization, and if that cord is damaged, the employees will eventually leave.

Is there too much advice on leadership?



Google

- Leadership = *about 360,000,000 results*
- Leadership Books = *about 131,000,000 results*
- Good Leadership Books to Read = *about 111,000,000 results*

Barnes & Noble

- Leadership = *71,763 results*

Qualities necessary in a great leader

One of the most important work roles relate to that of a leader.

- Leaders have vision and passion and they get things done through enthusiasm and energy.
- Leaders are trustworthy, dependable, friendly, outgoing, conscientious, diligent, articulate, self-confident, persistent, determined, sensitive and empathic.
- “Leaders not only inspire those around them, they empower them to step up and lead” (George, 2007).



Reference: George, Bill. (2007). True North Discover your Authentic Leadership. San Francisco, CA: Jossey-Bass.

My Journey...

Leadership challenges and generational work place barriers

- Youngest member of Senior Management Team
- No organizational stability
- Was not challenged and given meaningful projects



My Journey...

Leadership challenges and generational work place barriers con't

- Supervisors did not make themselves available and or did not give full attention during scheduled meetings
- No mentor within the organization
- Career goals were not supported



My Journey...

Leadership challenges and generational work place barriers con't2

- Seek mentor outside the organization
- Search for other career opportunities
- Consider relocating out of state for the right opportunity



ICMA Pre-Conference Survey Questions

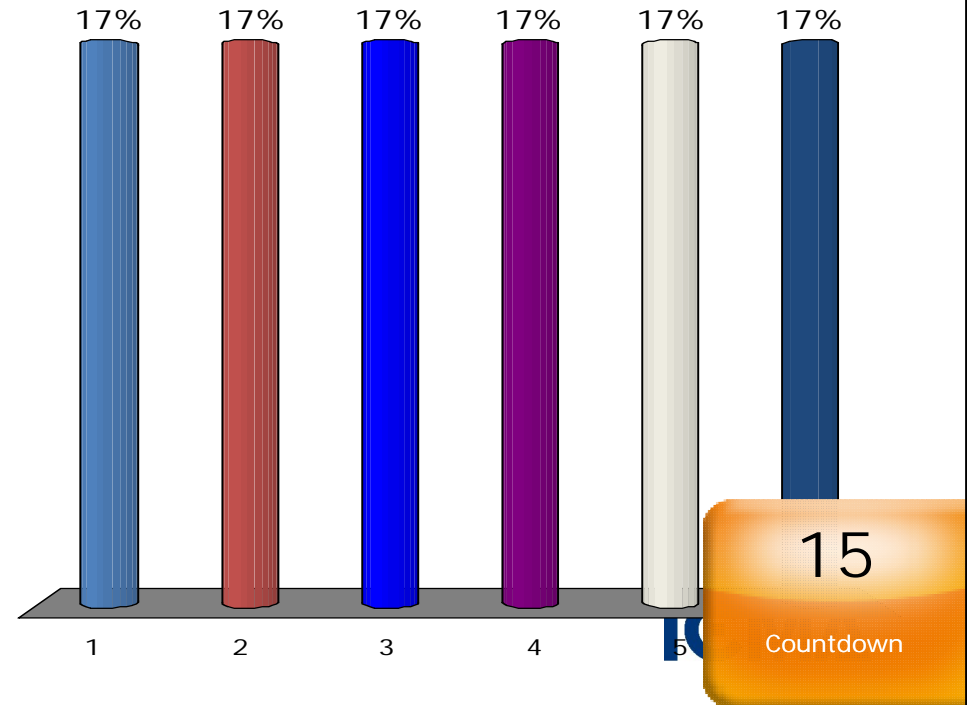
Are you willing to relocate out of state for a career opportunity?

- Yes - 64.0%
- No - 36.0%



Do you think some regions hold better opportunities than others for young professionals in public administration?

1. West Coast
2. Mountain Plains
3. Midwest
4. Southeast
5. Northeast
6. I don't think region makes a difference



Do you think some regions hold better opportunities than others for young professionals in public administration? If Yes, please select the region(s) from the list. If No, so indicate.

- a) **West Coast** (Alaska, California, Hawaii, Nevada, Oregon, Washington) - **6.0%**
- b) **Mountain Plains** (Arizona, Arkansas, Colorado, Idaho, Kansas, Montana, Nebraska, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, Wyoming) - **18.0%**
- c) **Midwest** (Illinois, Indiana, Iowa, Michigan, Minnesota, Missouri, Ohio, Wisconsin) - **16.0%**
- d) **Southeast** (Alabama, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia) - **8.0%**
- e) **Northeast** (Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont) - **8.0%**
- f) I don't think the region makes a difference - **44.0%**

Qualities young professionals look for in you

- Inclusive
- Gets to know employees
- Finds each person's unique talents
- Sets clear expectations



Qualities young professionals look for in you

- Gives feedback
- Recognizes efforts
- Coach
- Ethical

