Leadership is a Practice:

Why You Don’t Need Authority to Lead

B.J. Rogers, CAWA
Chief Communication Officer
Emancipet
• 7 Clinics in Central Texas, Houston, & Philadelphia, PA

• Over 120,000 pets served annually

• 350,000+ S/N surgeries since 1999

• In 2019 we’ll serve our 1,000,000 animal in 20 years
NEW SCHOOL
STRATEGIES FOR CHANGE MAKERS

- Seminars
- Private Training
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You: But I have no authority?

Me: nbd.
authority
authority

ORDER

CONTROL

DIRECTION

PROTECTION
POWER & TRUST

SERVICE
(order, control, direction, protection)
Why Lead?
We choose to lead because there are problems that need solving.
Love.
leadership
We choose to lead because there are problems that need solving – and change that needs making.
People _______ change.
CHANGE is. . .
the shift from one reality to another.

CHANGE means. . .
loss – of some kind for someone.

CHANGE requires. . .
learning, and real – and often hard – work.
Loss.
Trust  Hope  Compassion  Stability
The purpose of leadership is to generate CAPACITY not DEPENDENCY.

- Dr. Ronald Heifetz
In a kind and compassionate way, hold up a mirror and help people confront a difficult reality.

With clarity and patience, generate and articulate a vision for a new and better reality.

Create and hold the space that’s necessary for the learning and work – done by the people who need to do it – to happen.

Ask – with frequency and genuine curiosity, “Who stands to lose what?”

Adjust the pressure or the heat – with compassion and close attention to where people are at – to generate capacity.

Persist with courage and resilience.
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