

Learning from Leadership Failures

*If you aren't
making mistakes...*



*...are you really
learning anything?*

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Introductions

Stephen M. Chassee (Speaker)
Principal, Green Associates



Stefanie L. Croix (Speaker)
Director of Business Services, Lockport Township HSD 205



Cindy Dykas (Speaker)
Asst. Supt. for Business Services, Worth School District 127



Patrick Kays (Moderator)
Account Executive, DLA Architects



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Leaders Are Not Born

Leaders Are Patterned

*Your family
was your first
organization*



Childhood experiences, family dynamics, trauma, culture, and early responsibilities shape:

- How we handle conflict
- How we respond to stress
- Whether we control or collaborate
- How we define “success”
- How we treat power

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Leaders Are Not Born

Leaders Are Patterned

*Family roles
often become
leadership
styles...*



*...what does your
childhood/ family
role say about you?*

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Leaders Are Not Born

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Family roles often become leadership styles...



...what does your childhood/ family role say about you?

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Leaders Are Not Born

Leaders Are Patterned

Childhood experiences can also shape leadership abilities and tendencies...



...what does your childhood experiences say about you?

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Family Systems

Where Leadership Scripts Begin

Family roles often become leadership styles

The Oldest Child → responsible, driven, controlling, achievement-oriented

The Peacemaker → avoids conflict, harmony-seeking leader

The Fixer → jumps in, rescues, micromanages

The Rebel → challenges systems, innovative

The Invisible Child → avoids spotlight, may under-lead

The Caretaker → servant leadership but risks burnout



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Leaders Make Mistakes



Leadership isn't about perfection

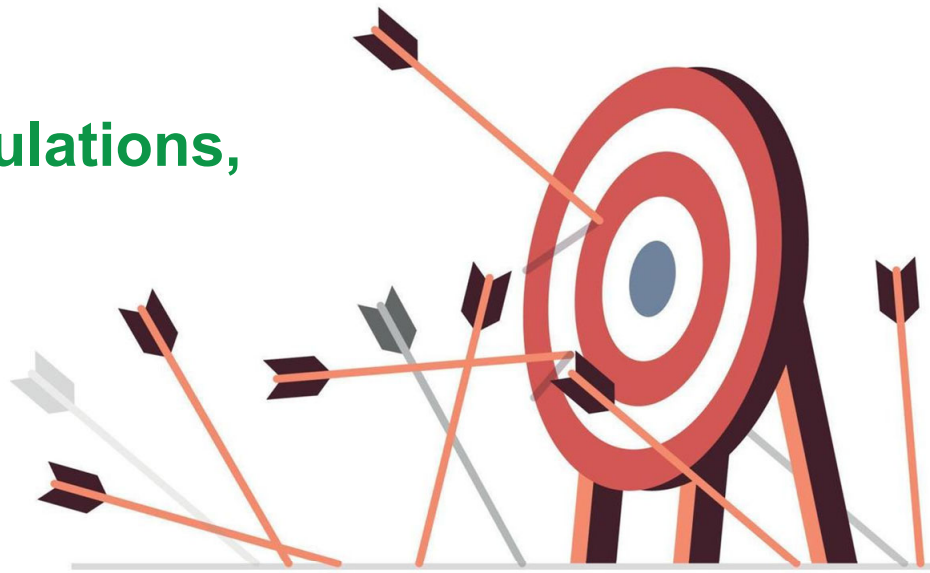
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If You've Never Made a Leadership Mistake...

Congratulations,



you haven't led long enough!

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Mistakes are Inevitable



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Mistakes are Inevitable

Life is 20% what happens to you; 80% of how you react to it

- Misreading emails when you are rushing
- Not proofreading responses



People don't trust leaders who never mess up...
...they trust leaders who admit it when they do

Personnel Facilities Board Meetings Tax Levy!

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Leaders Don't Avoid Mistakes...

They handle them well!

The fear of making mistakes kills innovation

Leaders set the tone: if you panic, everyone panics!

Owning mistakes quickly builds credibility faster than being "perfect"



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Humility is Not Weakness

Confidence without ego!

*True Humility Is Not Thinking Less of Yourself,
It's Thinking of Yourself Less.*

C.S. Lewis



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Laughing at Yourself Builds Trust

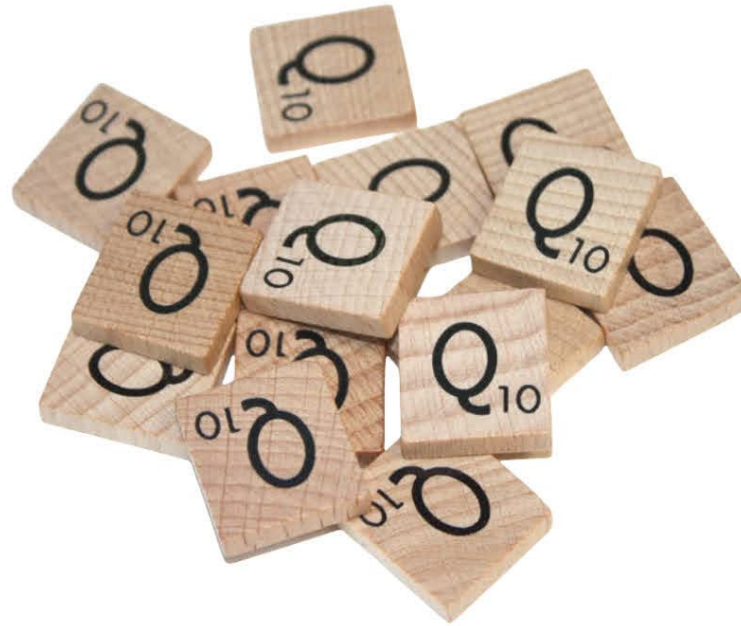
Humor makes leaders approachable



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Questions?



We thank you for
your time!

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Presenters

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