SACCR
FOUNDED IN 1971
SOUTHEASTERN ASSOCIATION FOR COMMUNITY COLLEGE RESEARCH

Do Good
LEADERSHIP

Exponentially Elevate Your Leadership Impact

Anchored in Purpose, Moving with Impact: The Leadership Dance of Institutional Excellence



Dr. Stephanie Duguid


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The Leadership Dance



Reflect

Step Up

Step In

Step Out

Strengthen

Step Across

Step Away

Step Back

Elevate

Step Aside

Step Together

Step Forward

Do Good LEADERSHIP



Action

Mindset



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Anchored in Purpose.
Moving with Impact.....

"Anchored in purpose doesn't mean stuck, it means grounded with intention!"

The Leadership Dance



Reflect

- Step Up
- Step In
- Step Out

Strengthen

- Step Back
- Step Away
- Step Across

Elevate

- Step Aside
- Step Together
- Step Forward

Do Good LEADERSHIP

Are YOU ready to dance?



The Leadership Dance

Reflect

Step Up: Shift

Step In: Purpose

Step Out: Vision



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The Leadership Dance

Reflect

STEP 2:

Step In Purpose

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Action

Mindset



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What is our MISSION?



(Story)

Efforts and courage are not enough without purpose and direction.

John F. Kennedy



quotefancy

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Back to the Basics



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Passion

Produces

Purpose



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Reflect:

Why do you do what you do in higher education?



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Align *passion* with *purpose* through *introspection*



Activity Time

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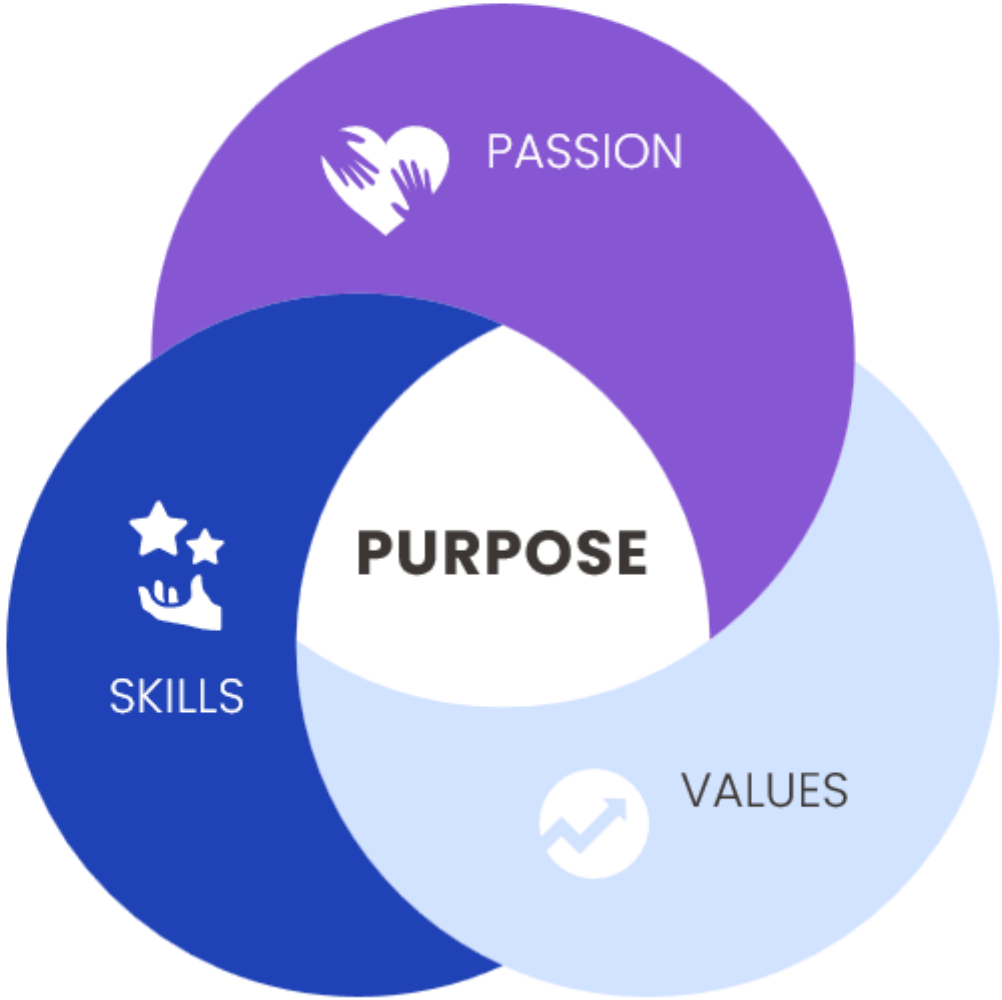
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"When purpose is clear, passion is renewed"

-Dr. Stephanie Duguid



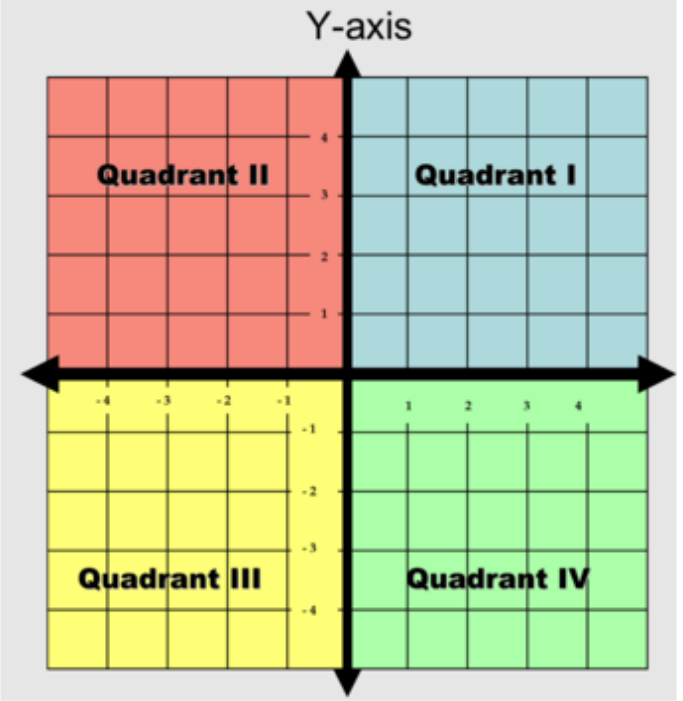
Passion Produces Purpose



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Activity: Ethical Framework

- In this activity, we will use a visual XY axis to help you create a personal ethical framework that aligns with professional standards focused on integrity.
- Each quadrant of the axis represents a different area in the life of an educator, guiding you to reflect on various aspects of your ethical values and commitments.
- **Quadrant 1: Core Values**
- **Quadrant 2: Self-Reflection and Growth**
- **Quadrant 3: Interprofessional Collaboration**
- **Quadrant 4: Personal Integrity**



Key Components in Education

- Integrity
- Respect
- Responsibility
- Fairness
- Honesty
- Compassion
- Empathy
- Equity
- Accountability
- Transparency
- Trustworthiness
- Professionalism
- Confidentiality
- Collaboration
- Diversity
- Inclusivity
- Ethical leadership
- Academic integrity
- Authenticity
- Courage
- Advocacy
- Reflection
- Lifelong learning
- Social responsibility
- Critical thinking
- Moral courage
- Balance

ACTION: Create Statements

For each quadrant, create an action statement related to your personal ethical code.

- Starters:
  - I am committed to…
  - I prioritize…
  - I value…
  - I strive to…
  - I uphold…
  - I believe in…
  - I advocate for…
  - I promote…
  - I embrace…
  - I exemplify…
  - I integrate…

Sample Personal Ethical Framework

1. Core Values:

- Integrity: I commit to upholding honesty, transparency, and consistency in all my actions and decisions.
- Respect: I recognize and honor the inherent worth and dignity of every individual, fostering a classroom environment where all voices are valued and heard.
- Compassion: I approach interactions with empathy and kindness, understanding the unique challenges and experiences of each student.
- Lifelong Learning: I believe in the pursuit of knowledge and continuous personal and professional growth, as well as modeling curiosity and intellectual curiosity for my students.

2. Self-Reflection and Growth:

- Reflection: I regularly engage in self-reflection to examine my beliefs, biases, and assumptions, seeking opportunities for personal and professional growth.
- Adaptability: I embrace feedback and constructive criticism as opportunities for learning and improvement, remaining open-minded and flexible in my approach to teaching.
- Emotional Intelligence: I strive to understand and manage my emotions effectively, recognizing their impact on my interactions with students and colleagues.
- Growth Mindset: I cultivate a growth mindset in myself and my students, fostering resilience, perseverance, and a willingness to embrace challenges as learning opportunities.

Sample Personal Ethical Framework

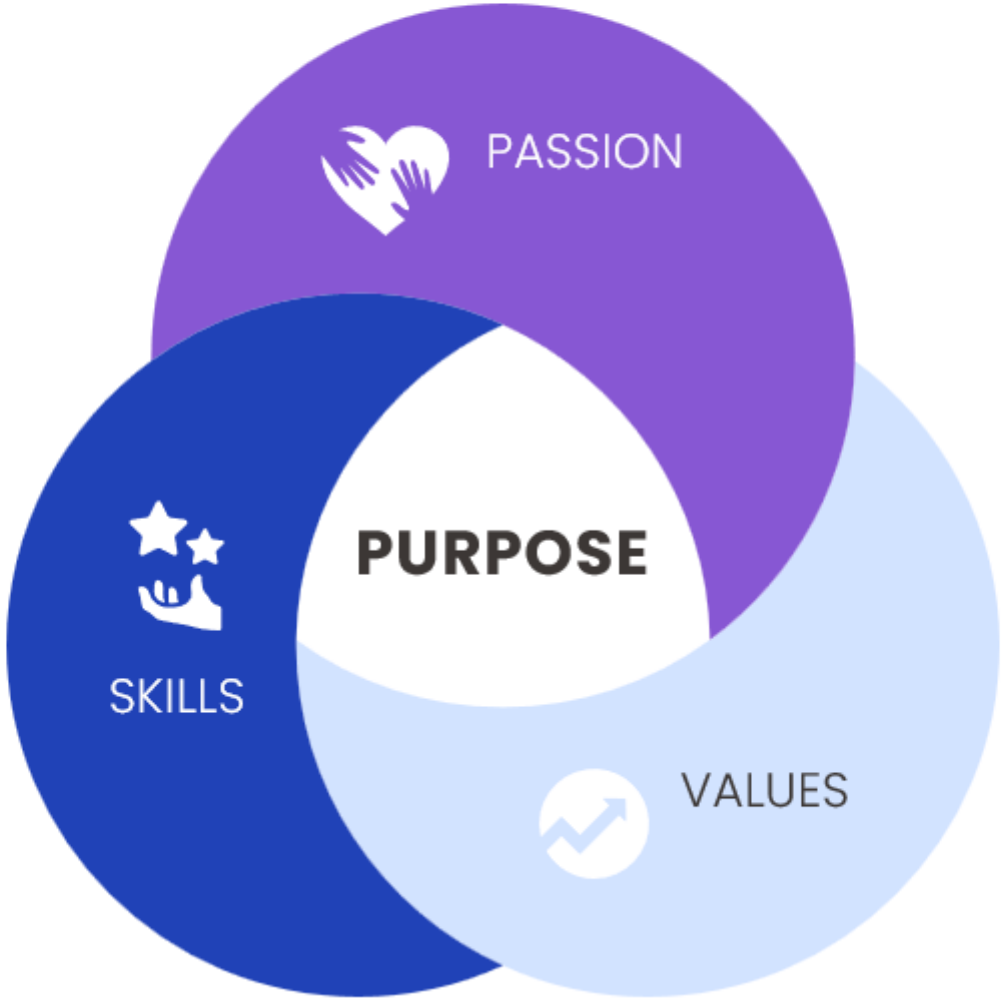
3. Interprofessional Collaboration:

- Collaboration: I value collaboration and teamwork, actively seeking opportunities to collaborate with colleagues, parents, and community stakeholders to support student success.
- Communication: I prioritize clear and effective communication, fostering open dialogue and mutual respect in all collaborative endeavors.
- Shared Goals: I work collaboratively to establish shared goals and objectives, recognizing the importance of collective efforts in achieving positive outcomes for students.
- Professional Development: I engage in collaborative professional development activities, sharing knowledge, expertise, and best practices with colleagues to enhance our collective impact.

4. Personal Integrity:

- Accountability: I take responsibility for my actions and decisions, holding myself to the highest ethical standards and accountability.
- Authenticity: I strive to align my actions with my values, maintaining authenticity and consistency in my interactions and relationships.
- Ethical Leadership: I lead by example, demonstrating integrity, fairness, and ethical behavior in all aspects of my role as an educator.
- Trustworthiness: I build and maintain trust with students, colleagues, and the community through transparency, reliability, and ethical conduct

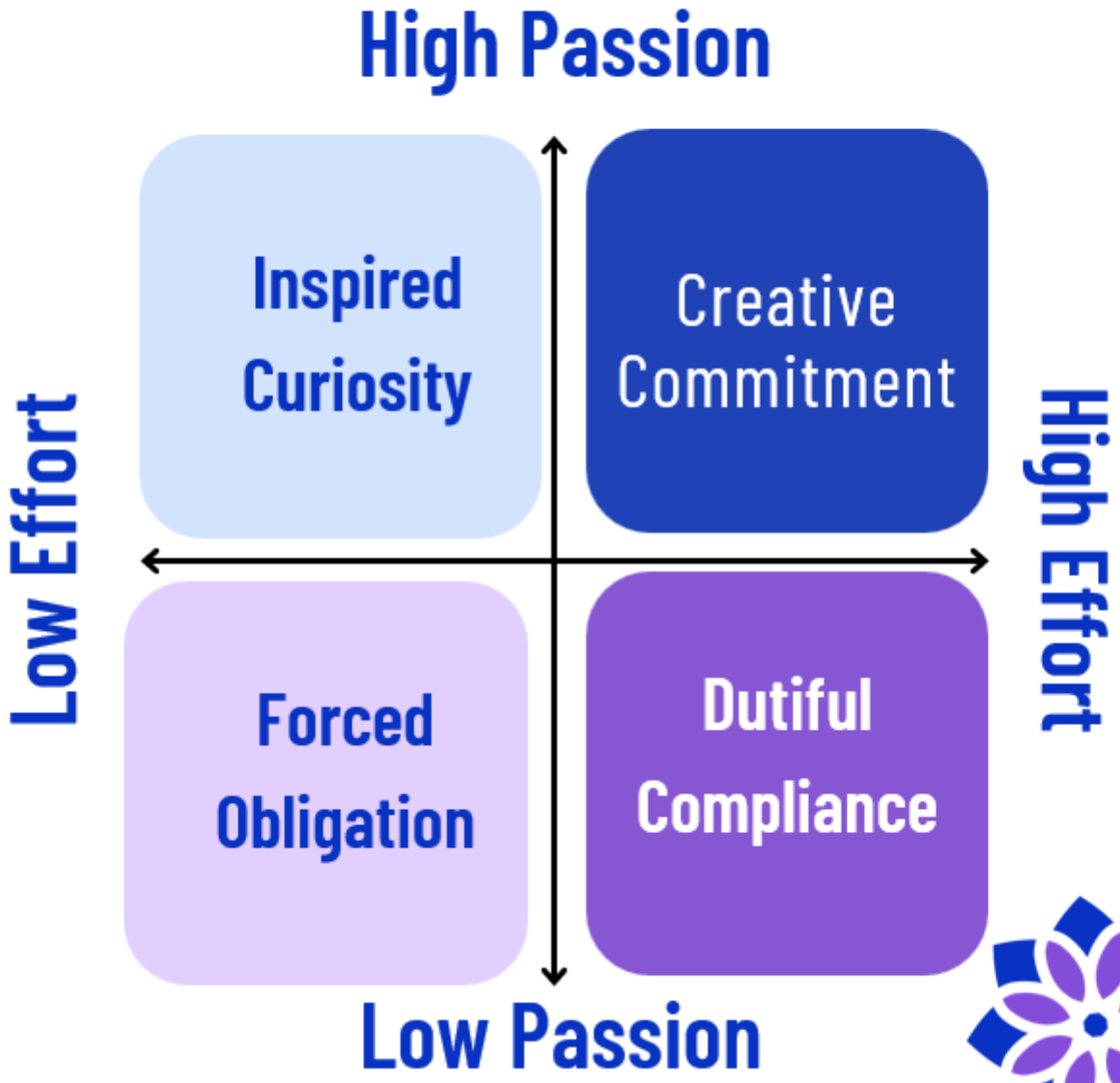
Passion Produces Purpose



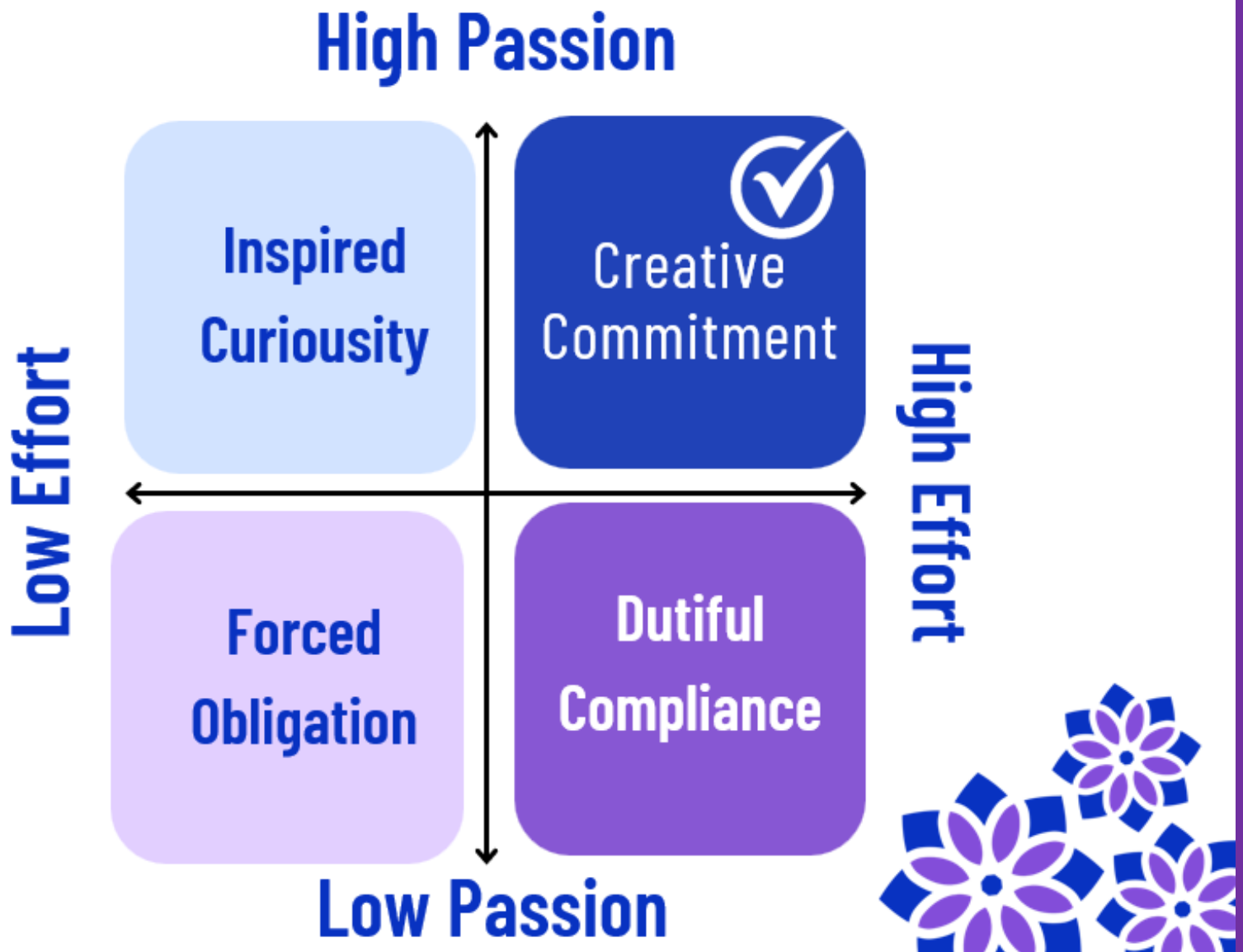
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AUTHENTIC
AUTHENTIC
AUTHENTIC

Passion Drives Effort Matrix



Passion Drives Effort Matrix



The Leadership Dance

Strengthen

Step Back: Reinforce

Step Away: Synthesize

Step Across: Connect



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The Leadership Dance

Strengthen

STEP 6:

Step Across

Connect

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Action

Mindset



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Communication crafts

connection.

shapes

outcomes.

and creates

culture.



By The Numbers!

25%, 78%, 91%



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By The Numbers! (Phone)

25% Percentage of conversations where the listener doesn't understand the message, but they think they do

78% Percentage of people on the phone that feel they are effectively sharing a clear message

91% Percentage of listeners that think they are interpreting the message correctly

ACTUALLY: Clear communication by both parties only occurs about 73% of the time

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By The Numbers! (Email)



89% Percentage of email writers that feel they are effectively sharing a clear message



78% Percentage of email readers that think they are interpreting the message correctly



ACTUALLY: Clear communication and interpretation by both parties only occurs about 56% of the time



Other considerations: Autocorrect, emojis, emoticons, strange abbreviations….

Powered by People, Schultz, 2022


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In many ways, effective
communication begins with mutual
respect, communication that inspires,
encourages others to do their best.
Zig Ziglar


Communication
Connection
Let's LEAD



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Let’s LEAD

- Listen
- Encourage
- Ask Questions
- Deliver

LEAD Framework (Examples)

1. **Listen**: Pay attention not just to the words individuals say, but also to their tone, body language, and underlying emotions. For instance, an employee struggling with a task may say they're "fine" when their demeanor indicates they may need additional support.

2. **Encourage**: Provide words of affirmation or share constructive feedback to boost confidence. Telling an individual, "I see how much effort you're putting into this," can make a significant difference in their motivation.

LEAD Framework (Examples)

3. **Ask Questions**: Use open-ended questions to understand perspectives better, such as “What challenges are you facing right now, and how can I help?” This invites honest dialogue and collaboration.

4. **Deliver**: Follow through on promises, whether it’s offering extra help, providing resources, or simply being present when needed. Trust is built through consistent action.

Communication and Learning

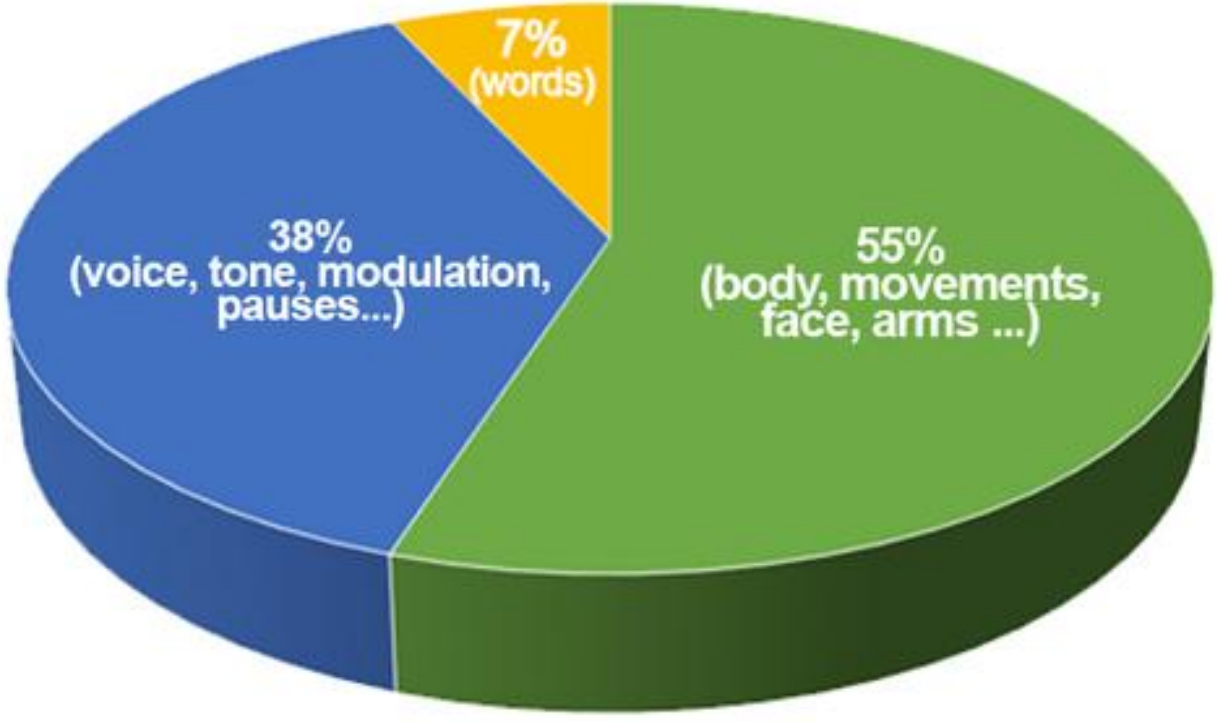
Verbal

Non-verbal

Perspectives

Experiences

Communication Aspects



(Mehrabian, 1971)

Perspective Mississippi



Perspective Texas



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Anchored in Purpose.
Moving with Impact.....

"Effectiveness isn't just about systems-it's about the people who make the systems work!"



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Ask Yourself...

- Are you CLEAR?
- Are you CONSISTENT?
- Are you CURIOUS?
- Are you CONNECTING?

The Importance of Emotional Intelligence



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Emotional Intelligence in Leadership

- **What is Emotional Intelligence (EQ)?**

The ability to recognize, understand, manage, and use emotions—both your own and others'—to communicate effectively, resolve conflict, and lead with empathy and purpose.



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React?

Respond?



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Emotional Intelligence in Action

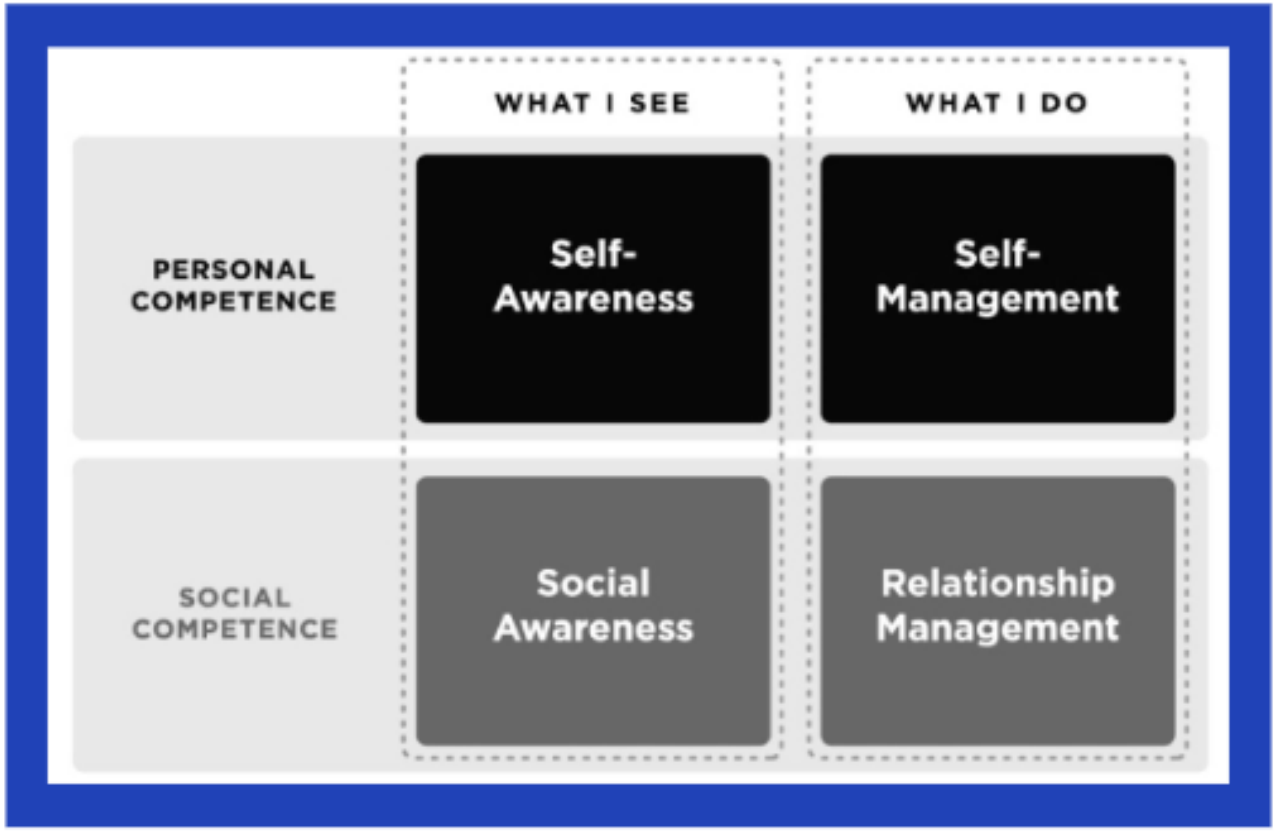
- *Only* **36% of people** *can accurately* **identify their own emotions** *as they happen* (TalentSmart).
- *People with* **high EQ** *can accurately* **identify emotions in others** *up to* **90% of the time** *(APA & Harvard Business Review).*
- **EQ** *is responsible for* **58% of job performance** *(TalentSmart).*
- **IQ vs. EQ: EQ accounts for 70%** *of the variance in leadership success—***IQ only about 30%** *(Daniel Goleman's research on leadership competencies).*
- **90%** *of top performers have* **high EQ—only 20%** *of low performers do (TalentSmart EQ study of over 1 million people).*



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Know Yourself

Control the Moment



Read the Room

Grow the Connection

Activity Time

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Reflect (this week):

What do you HAVE to do?



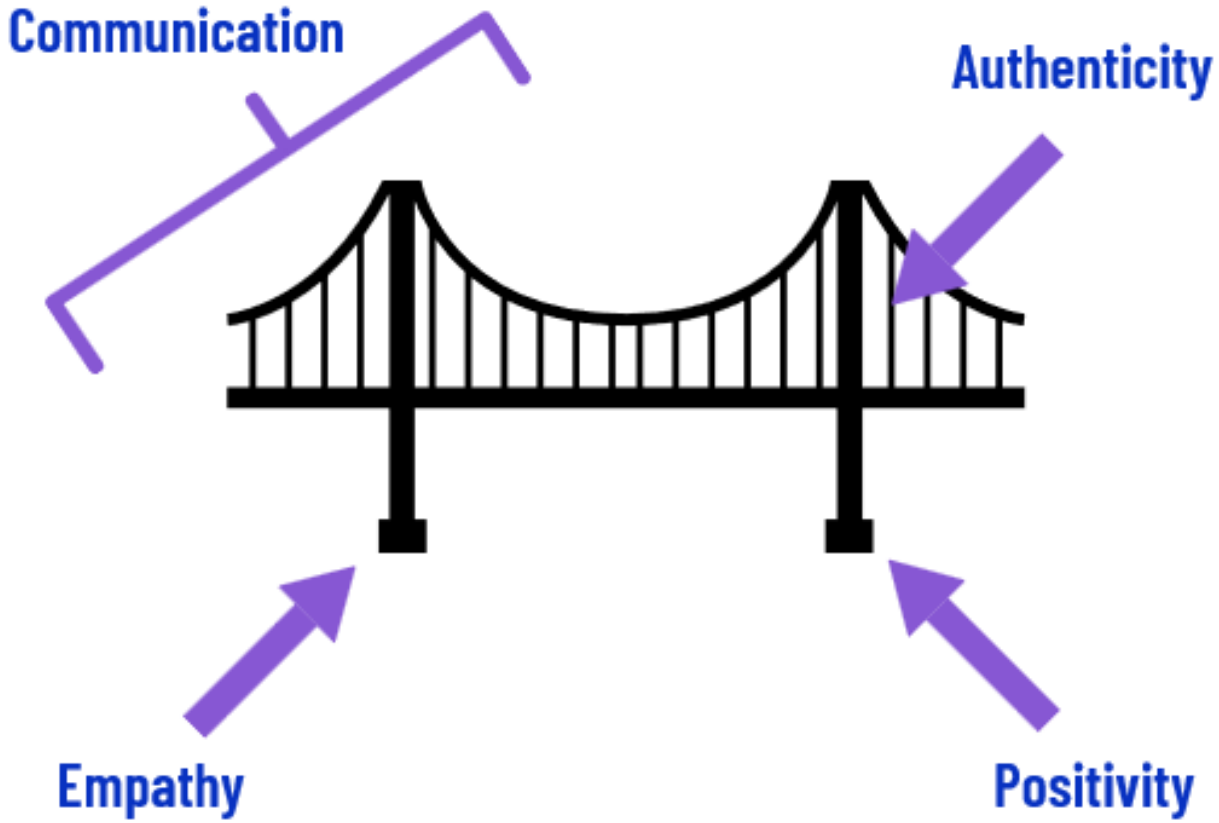
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Reframe:

What do you GET to do?



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Who's in Your Circle?



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Why Emotional Intelligence Matters in Leadership and Teamwork



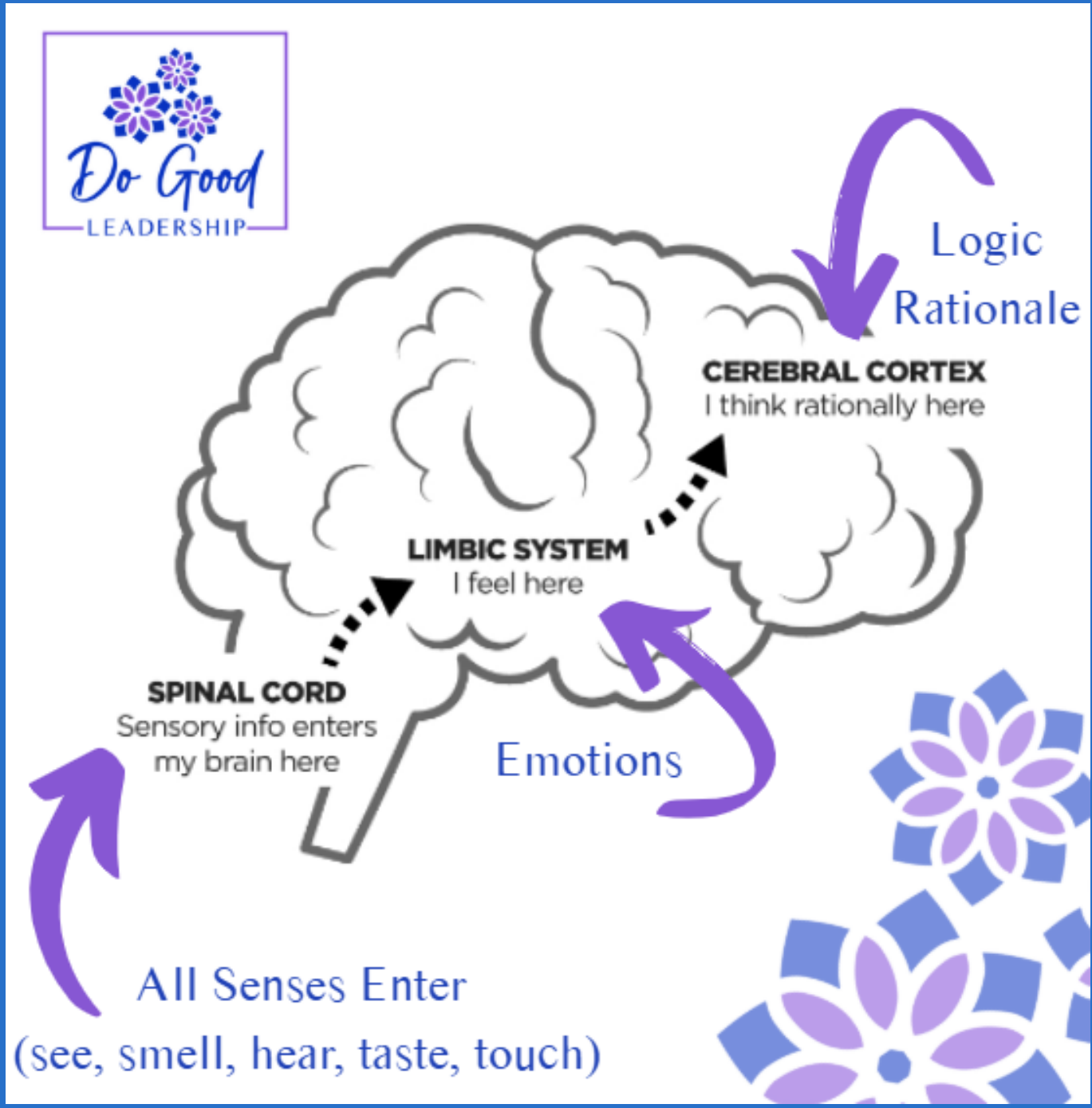
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Reflect:

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How would your leadership shift if you led with the story first, and then the data?




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Logic
Rationale
CEREBRAL CORTEX
I think rationally here
LIMBIC SYSTEM
I feel here
SPINAL CORD
Sensory info enters
my brain here
Emotions
All Senses Enter
(see, smell, hear, taste, touch)


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"Too often, we focus on the policies and procedures, and ignore the people."

-Dr. Stephanie Duguid





Root versus Fruit?



How will you invest in the root?








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"Language isn't just communication, it's transformation!"

-Dr. Stephanie Duguid



The Leadership Dance

Elevate

Step Aside: Opportunity

Step Together: Teamwork

Step Forward: Action



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The Leadership Dance

Elevate

STEP 9:

Step Forward: Action

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Action

Mindset



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Learn, prepare and practice in

motion.

apply, achieve, and advance with

action



Reflect:

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Everyone leaves conferences with ideas. But what's your implementation plan?

Take ACTION

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- **A** Assess the Situation
- **C** Clarify Goals/Objectives
- **T** Target Strategies/Plan
- **I** Implement the Plan
- **O** Observe and Monitor
- **N** Navigate Adjustments

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Reflect:

What's one action you've been avoiding that aligns with your purpose?



The Leadership Dance





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The MORE you REFLECT the MORE you LEARN

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Reflection Journal



I am Empowered!
I Empower Others

EMBRAVE.

EMBRACE.

EMPOWER.

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Measuring Impact and Growth





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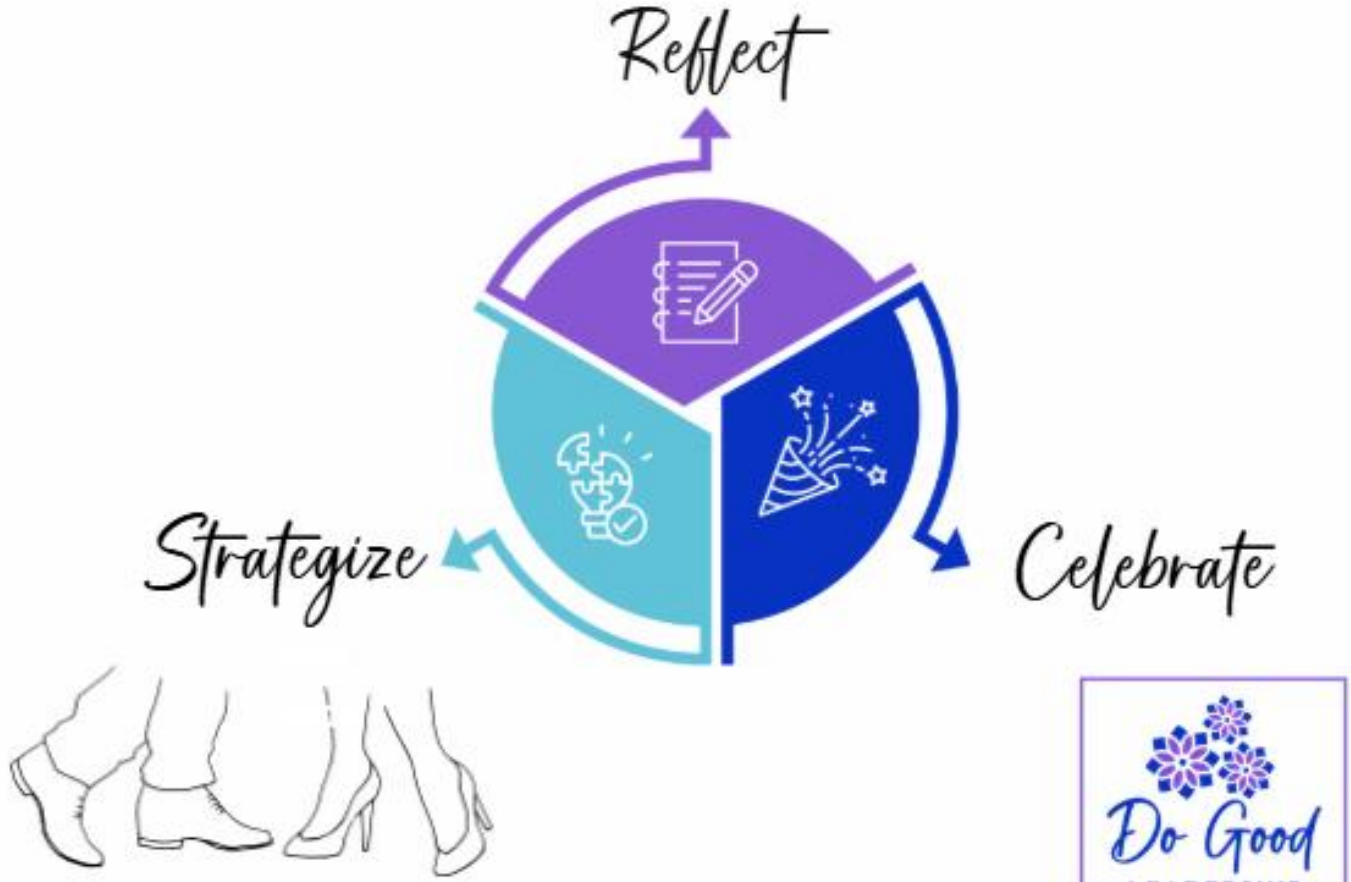
Activity Time

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The Leadership Dance



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Do Good Leadership: Celebration Reflection Sheet

🎉 The Courage to Celebrate Your Growth

Purpose: To help you recognize, honor, and celebrate your personal and professional progress with intention and gratitude.

📊 Step 1: Reflect on Progress

- What are 3 wins you experienced this month (big or small)?
- What new skill, mindset, or habit have you strengthened?
- What was a leadership moment you are proud of?

🗓️ Step 2: Capture Key Lessons

- What lesson from this month will guide you moving forward?
- What surprised you about your growth?
- Who or what supported your success this month?

🌟 Step 3: Celebrate with Gratitude

- Write a gratitude note to yourself:

"I am proud of myself for..."

- Choose a simple way to celebrate your growth:
  - Treat yourself to something special
  - Share your win with a mentor or friend
  - Reflect with a favorite song, book, or journal
  - Take a "victory lap" with a joyful walk or outing

My celebration plan: _____

Leadership Reminder: "Progress is worth celebrating. Growth, no matter the size, is a victory in leadership and in life."

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"Leadership growth requires movement, not perfection, but momentum."

-Dr. Stephanie Duguid



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Step Up Commitment Card

✨ I Commit to Step Up TODAY! I am choosing to step up by committing to:

📝 One Leadership Action I will take: _____

🌱 One Mindset I will strengthen: _____

💬 One person I will support or encourage: _____

🗓️ By this date: _____ 🖋️ Signature: _____

Because when I step up, I grow—and so does the world around me.

Share

🔁 Share your commitment using #StepUp and tag @DoGoodLeadership to inspire others!

The Leadership Dance



Reflect

Step Up

Step In

Step Out

Strengthen

Step Across

Step Away

Step Back

Elevate

Step Aside

Step Together

Step Forward

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The Leadership Dance



Reflect

- Step Up
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- Step Together
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Lead with...

Clarity, Purpose, and Results (Stories).

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Her Impact-

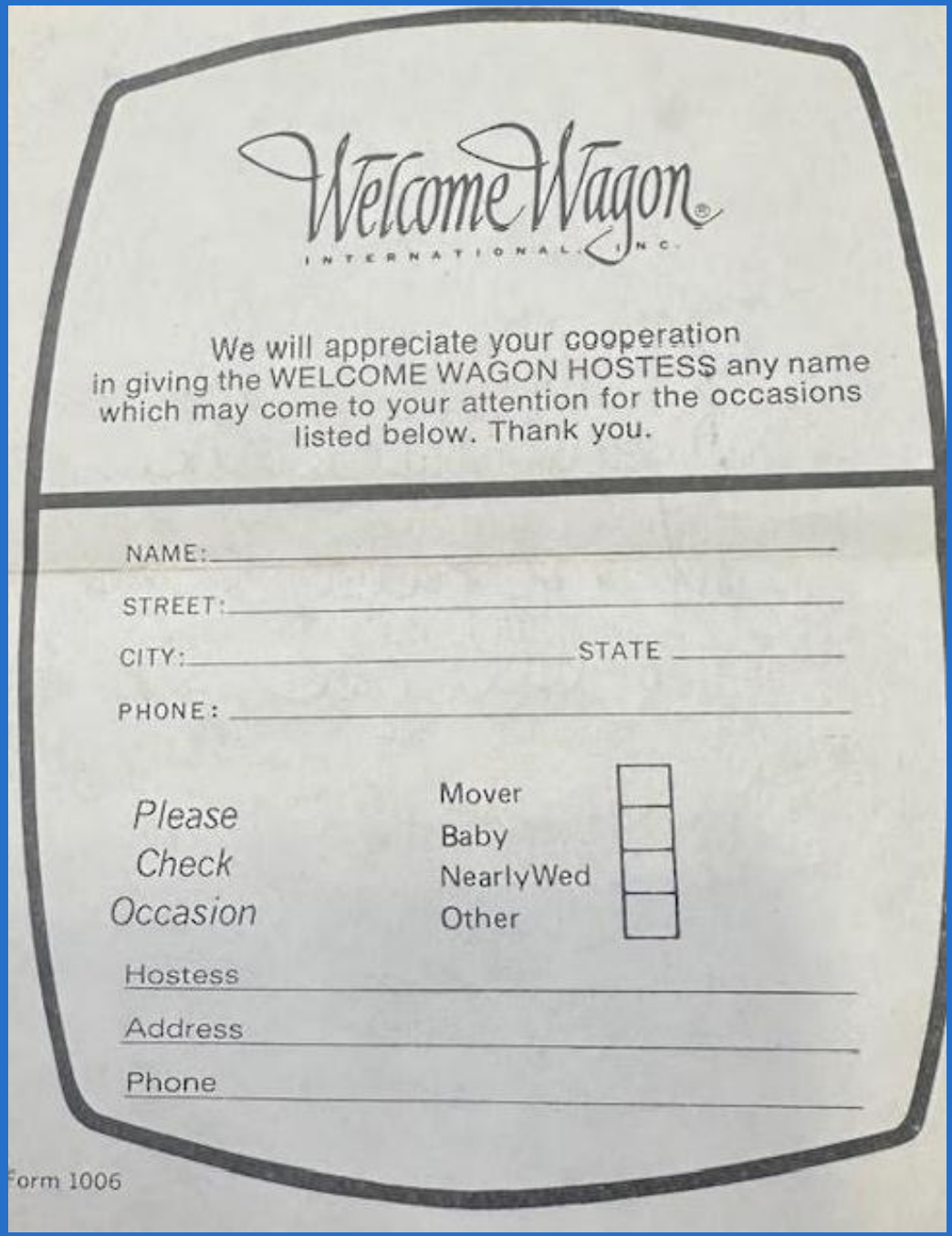
Past, Present, and Future



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Welcome Wagon
INTERNATIONAL INC.

We will appreciate your cooperation in giving the WELCOME WAGON HOSTESS any name which may come to your attention for the occasions listed below. Thank you.

NAME: _____

STREET: _____

CITY: _____ STATE _____

PHONE: _____

Please Check Occasion

- Mover ☐
- Baby ☐
- NearlyWed ☐
- Other ☐

Hostess _____

Address _____

Phone _____

Form 1006

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We remember those lost and honor their memory today, forever.

UNKNOWN AUTHOR

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My Challenge to YOU!

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"Leadership isn't about position—
it's about the intentional steps you take each day to influence the lives of others."



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Thank YOU!



Give feedback to Stephanie

Scan this QR code

Or go to

https://talk.ac/dogood

and enter this code when prompted

ANCHOR

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