LSU
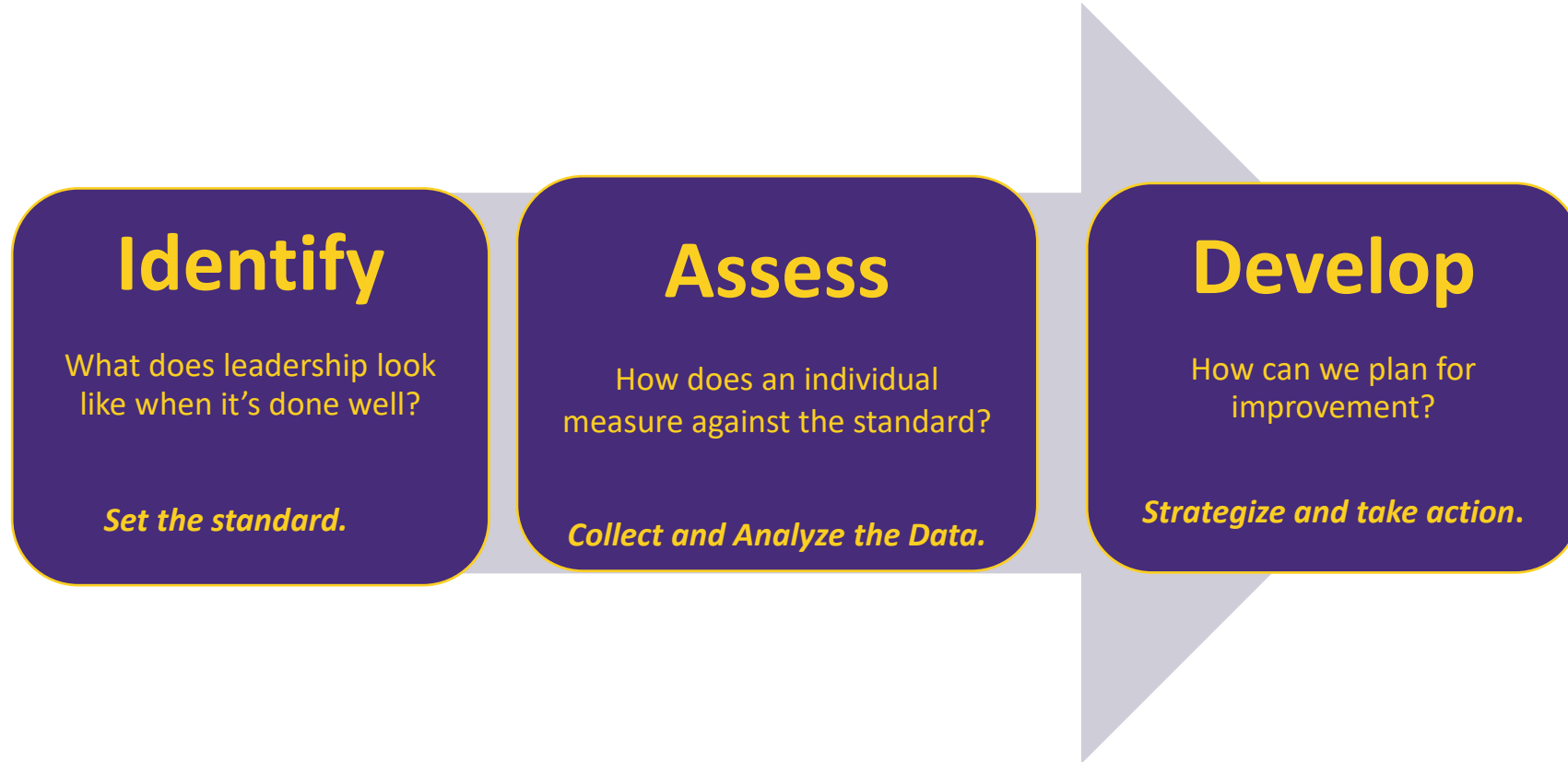
Leadership Development Institute

Developing Leaders for Social Impact

Lead with LADDER

The LDI Model

LSU

Identify

What does leadership look like when it's done well?

Set the standard.

Assess

How does an individual measure against the standard?

Collect and Analyze the Data.

Develop

How can we plan for improvement?

*Strategize and take action.*

VOCABULARY

- **Leadership-** the capacity to get others to willingly follow

- **Alphabet-** A set of 26 unique symbols that form words when combined

- **Dispositions-** The habits of mind and moral commitments that underlie an individual's performance

- **Development-** personalized growth and enhancement based on assessment and coaching

- **Engagement-** the mental and emotional connection individuals feel toward their work, their team, and their organization

- **Reflection-** learning through and from experience toward gaining new insights of self and practice

Identify:

Set the Standard

Disposition Sort Cards
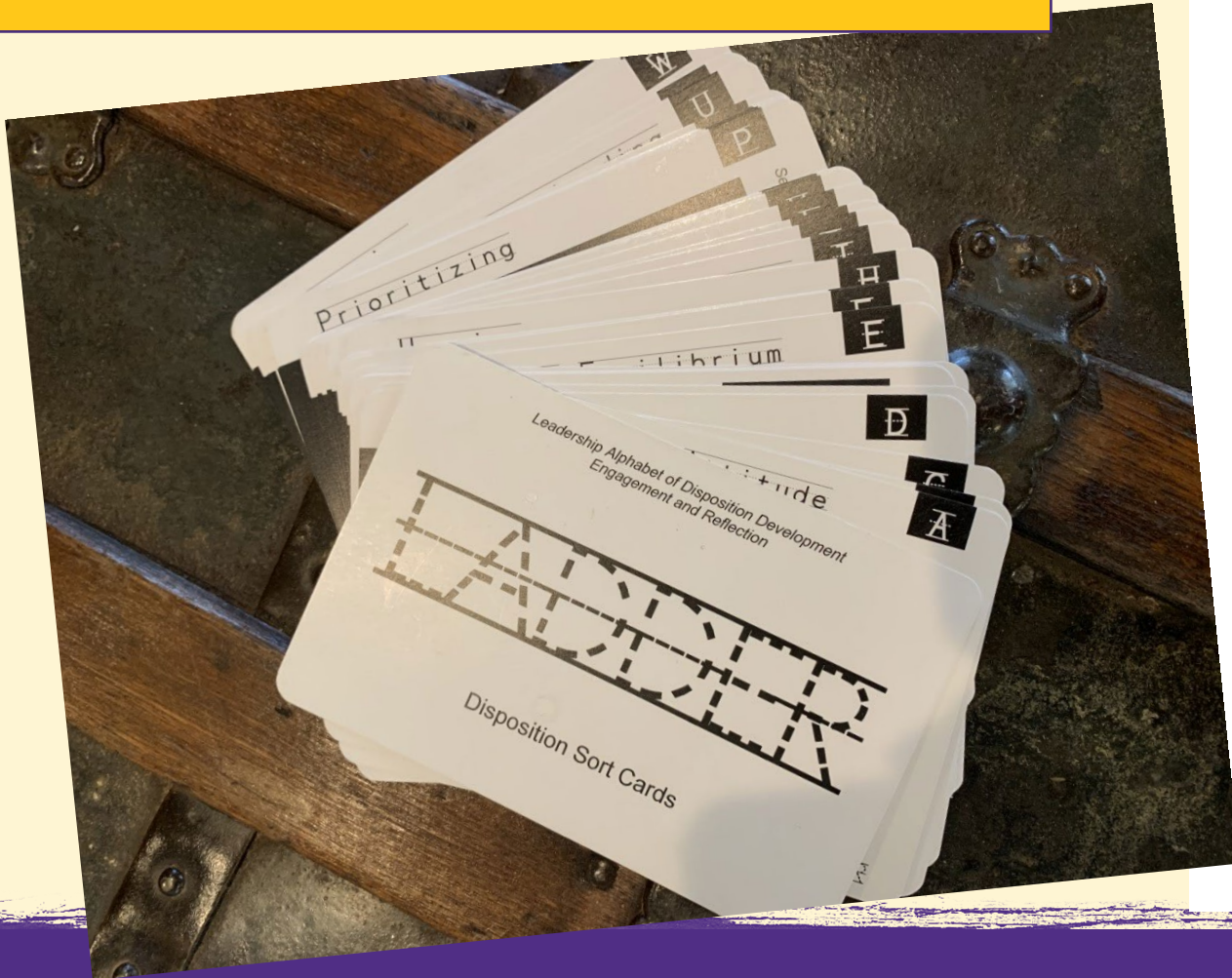
LADDER
Leadership Alphabet of Disposition Development Engagement and Reflection™

The Vowels
Form the fundamentals of all educational leadership development

A Achievement Attitude

E Emotional Equilibrium

I Inspirational Influence

O Open Orientation

U Universal Understanding

The Consonants
The challenges to leadership development that affect climate and culture

B Balance	**P** Prioritizing
C Communication	**Q** Quality
D Direction	**R** Relationships
F Fairness	**S** Stamina
G Generosity	**T** Trust
H Hearing	**V** Voice
J Judgment	**W** Worldview
K Knowledge	**X** Experiential
L Learning	**Y** Yield
M Mediation	**Z** Zeal
N Navigating	

LADDER

Achievement Attitude:
Goals, Action-oriented, Meets Targets, Success, Effectiveness

Emotional Equilibrium:
Composure, Patience, Constancy, Temperament, Relatability, Approachability

Inspirational Influence:
Motivational, Persuasive, Negotiation, Encouraging, Engaging

Open Orientation:
Accepting, Inclusive, Recognizes Bias, Non-Discriminatory, Belonging, Humanity

Universal Understanding:
Empathetic, Perspective, Choosing Awareness, Objective, Point of View

Balance:
Boundaries, Time-Management, Undivided Attention to Task

Communication:
Written & Verbal Skill, Amount & Timing of Information, Clarity, Modes, Frequency

Direction:
Vision, Mission-Driven, Initiative, Makes Progress

Fairness:
Equity, Justice, Consistency, Access

Generosity:
Service, Exceeding Expectations, Giving , Presume Positive Intent

Hearing:
Active Listening, Validation, Focused, Present

Judgment:
Decision Making, Analytical, Logical, Reasonable, Critical Thinking

Knowledge:
Facts, Truth, Sources of Information, Accuracy, Expertise

Learning:
Growth & Development of Self & Others, Challenge, Calculated Risk

Mediation:
Conflict Resolution, Harmony, Deescalation, Peace

Navigating:
Flexibility, Problem- Solving, Handles Uncertainty, Pivots

Prioritizing:
Managing Workload, Delegating, Planning

Quality:
Personal Best, Competence, Excellence, Standards

Relationships:
Levels (Peer, Supervisory, Subordinate), Rapport, Connection, Networking, Respect, Responsibility

Stamina:
Resilience, Determination, Perseverance, Grit, Strength, Courage

Trusting:
Empowering, Transparent, Integrity, Values, Confidential, Opportunities

Voice:
Seeks Input & Feedback, Advocating, Command the Room

Worldview:
Personal Branding, Image, Reputation, Optics, Deliberate

eXperiential:
Reflective Practice, Adaptive, Behavior, Mindfulness

Yield:
Measurement, Quantifies Results, Outcomes

Zeal:
Rejuvenation, Renewal, Wellness, Energy, Restoration, Joy

LSU

Assessment Process

Strength **9**

This disposition is one of my natural gifts.

Standard **8**

I have average skill in this disposition.

Stressor **9**

This disposition causes me frustration.

Front of Card: Behavioral statements describing what it looks like when done well.

Communication **C**

Skilled:
- Gives and receives information effectively
- Delivers the appropriate type and amount of information to perform tasks
- Ensures proper timing and frequency of information
- Conducts checks-ins to see if people have the information they need
- Adjusts communication style as appropriate based on reliable feedback
- Uses multiple platforms for communication

See also: Emotional Equilibrium, Hearing, Relationships, & Voice

Communication **C**

Overused:
- Communicates excessively multiple times a day
- Overuses emails (spam) and social media, untimely communication
- Expects instantaneous email responses and constant connectedness
- Offers minimal instruction and expects maximum results ("I told you once, I'm not telling you again-if you didn't get the directions, then you weren't listening")

Unskilled:
- Articulates concepts and ideas without clarity
- Provides insufficient information and inappropriate timing
- Avoids communication, particularly around uncomfortable or controversial topics
- Conveys incorrect or incomplete messages
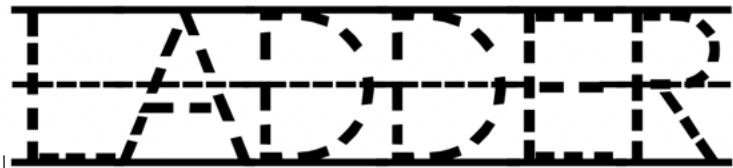- Relies on a single mode of communication for all audiences

Back of Card: Behavioral statements describing what it looks like when development is needed.

Develop:

Strategize and Take Action

Leadership Alphabet of Disposition Development, Engagement & Reflection

Expert Panel and Focus Group Data Collection

Please use the following chart to sort the LADDER Dispositions in order of importance. You need only write the letter of the Disposition:
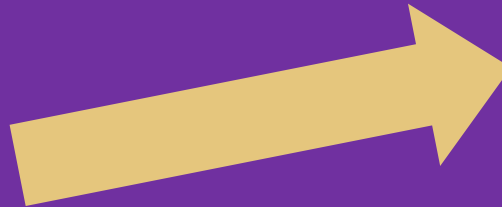
Strength (9)	Standard (8)	Stressor (9)

Data Collection:
Participants record sort results by letter.

Step LADDER:

Development plan created from the Principles of Reflective Practice Model (Webb, Driscoll).

Step LADDER- Disposition Development Plan

| Step	Prompt
Step 10- Retain	What long term change has occurred as a result of practicing this disposition? What lessons have you learned?
Step 9- Review	How do you know you've improved?
	Steps 9 and 10 are completed at follow-up session.
Step 8- Goal	What will success look like? How will you know you've improved?
Step 7- Deadline	What is your target date for evaluation? Date for follow-up.
Step 6- Strategy	What specific behaviors will you model and practice?
Step 5- Mentor	Name someone whose skill in this disposition you admire.
Step 4- Rationale	What are the underlying reasons for mastering this disposition?
Step 3- Engage	Describe a time when this disposition would have been helpful.
Step 2- Reflect	What does this disposition bring up for you?
Step 1- Name	Name the disposition for development.

Name:

Date:

The Future of LADDER

LADDER- K-12 Teachers/Educational Leaders
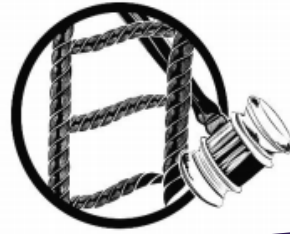
ServeLADDER- Public Service

Corporate LADDER- Business and Industry

LawLADDER- Law Enforcement/Criminal Justice

MedLADDER- Healthcare and Medical Support

Military/ROTC Development

LSU

Leadership Development Institute

Let's Connect!

CareLADDER- Social Work, Child/Family Services

LearnLADDER- Youth/Student Development

All Students' Development

Haley "Niki" Norton, M.S., SHRM-SCP
Servant Leader | HR Stategist | Connector

let's Connect!

Abbreviated References*

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Check Out Code

3:30pm - 4:20pm – 225A

4:30pm - 5:20pm – 226A