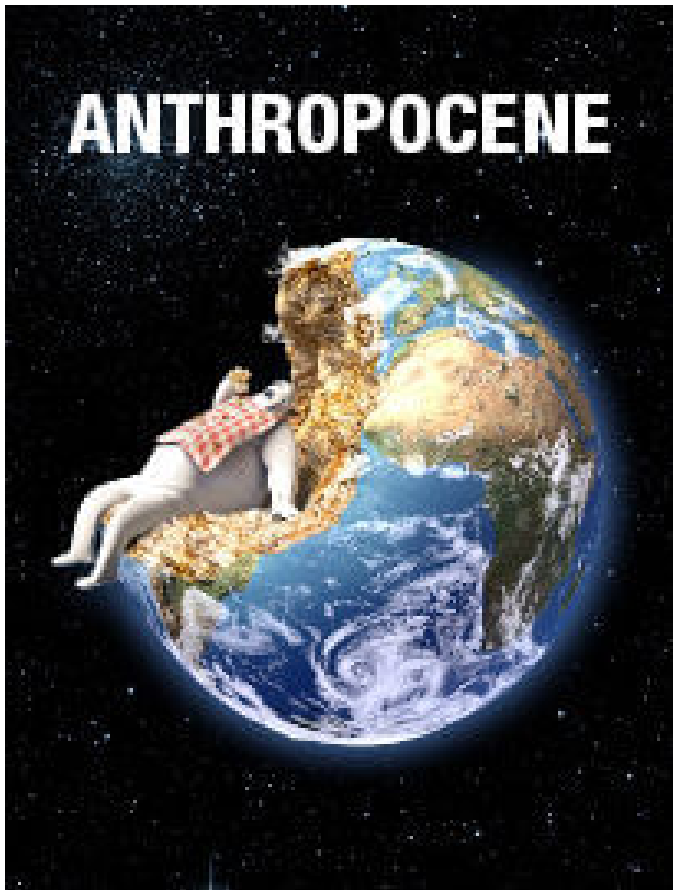




THE LEADERSHIP CONTEXT

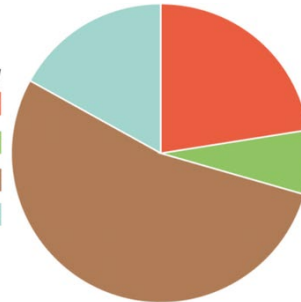
WHY, WHAT AND HOW

WHY DOES WILDLIFE NEED LEADERS?



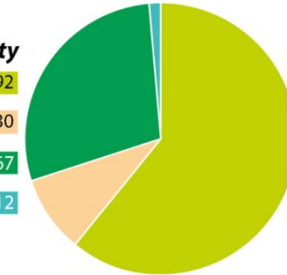
Overharvesting

Hunting	1,680
Gathering plants	557
Logging	4,049
Fishing	1,118



Agricultural activity

Cropping	4,692
Timber plantations	730
Livestock farming	2,267
Aquaculture	112



Urban development

Housing	2,616
Industrial	907
Tourism & recreation	950



Invasion & disease

Invasive species	2,084
Problematic native species	262



Energy production

Oil & gas	56
Mining	833
Renewable energy	56



Transportation

Roads & railways	681
Service lines	95
Shipping lanes	492



Human disturbance

Recreation	949
War	121
Work	236



Climate change

Habitat modification	685
Drought	347
Extreme temperature	578
Storms & flooding	716



System modification

Fire	1,269
Dams	562
Other	167



Pollution

Domestic waste	879
Industrial	807
Agricultural	1,523
Air-borne	454



#WWD2016

The future of wildlife
is in our hands



Five components work together to bridge the implementation gap

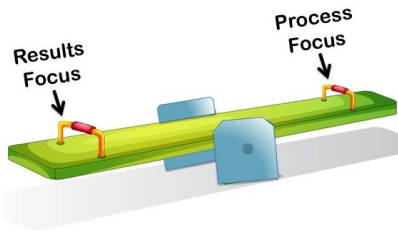


Source: WRI.

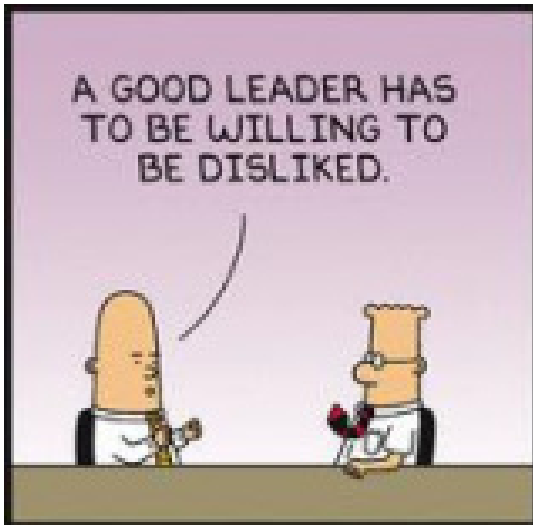
 WORLD RESOURCES INSTITUTE

“

Leadership is about
creating two things:
inspiration and results.



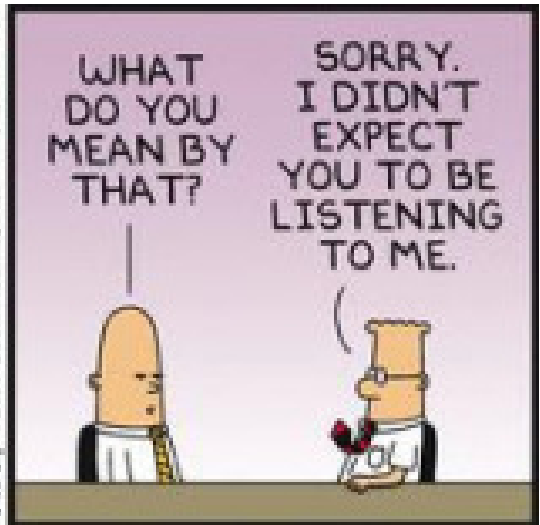
www.TheChurning.net



Dilbert.com DilbertCartoonist@gmail.com

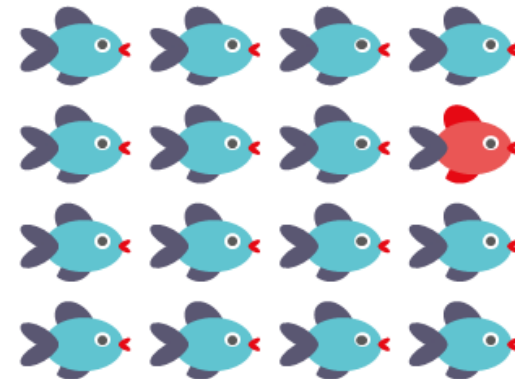


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Differences between

BOSS Vs. LEADER



- **Drives** employees
- Depends on **authority**
- Inspires **fear**
- Says **"I"**
- Places **blame** for the breakdown
- **Knows** how it's done
- **Uses** people
- **Takes** credit
- **Commands**
- Says **"Go!"**

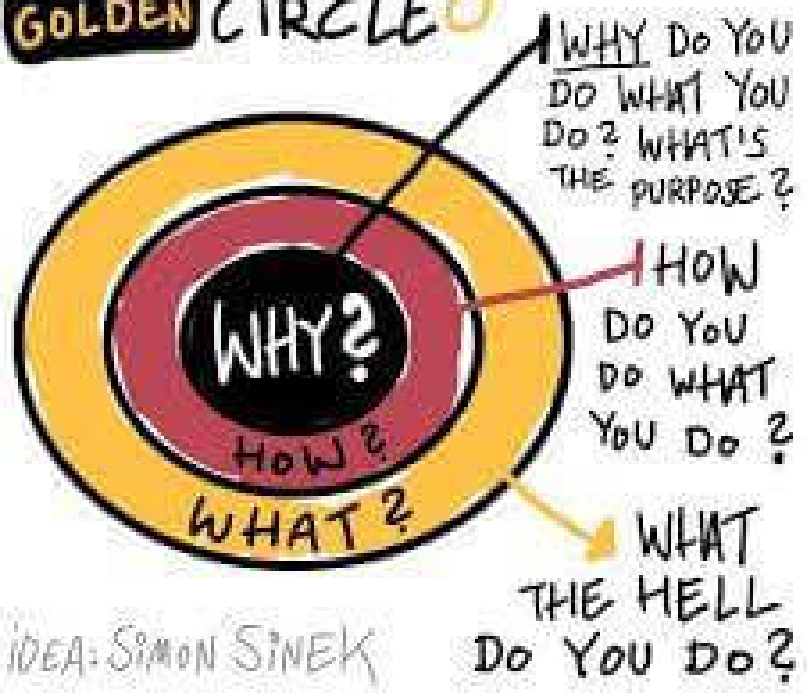
- **Coaches** employees
- Depends on **goodwill**
- Generates **enthusiasm**
- Says **"we"**
- **Fixes** the breakdown
- **Shows** how it's done
- **Develops** people
- **Gives** credit
- **Asks**
- Says **"Let's go!"**

LEADERSHIP

MANAGEMENT

ROLE	Visionary / Strategic Thinker	Enterprise Builder / Productivity Expert
FOCUS	Define Purpose / Set Direction	Nurture Organizational Structure / Establish Systems and Processes
APPROACH	Create a Mission Statement	Deliver on the Mission Statement
METHODOLOGY	Evaluate Strengths, Needs and Marketplace	Organize Teams, Plan Budgets, Set Timelines and Maintain Quality
STYLE/TONE	Inspire People / Foster Commitment	Develop Talent / Solve Problems
OUTCOME	Reach Long-Range Goals and Objectives	Manage Projects Effectively and Efficiently

GOLDEN CIRCLE




IDEA: SIMON SINEK

"The real challenge is to combine strong leadership and strong management and use each to balance each other." - John Kotter

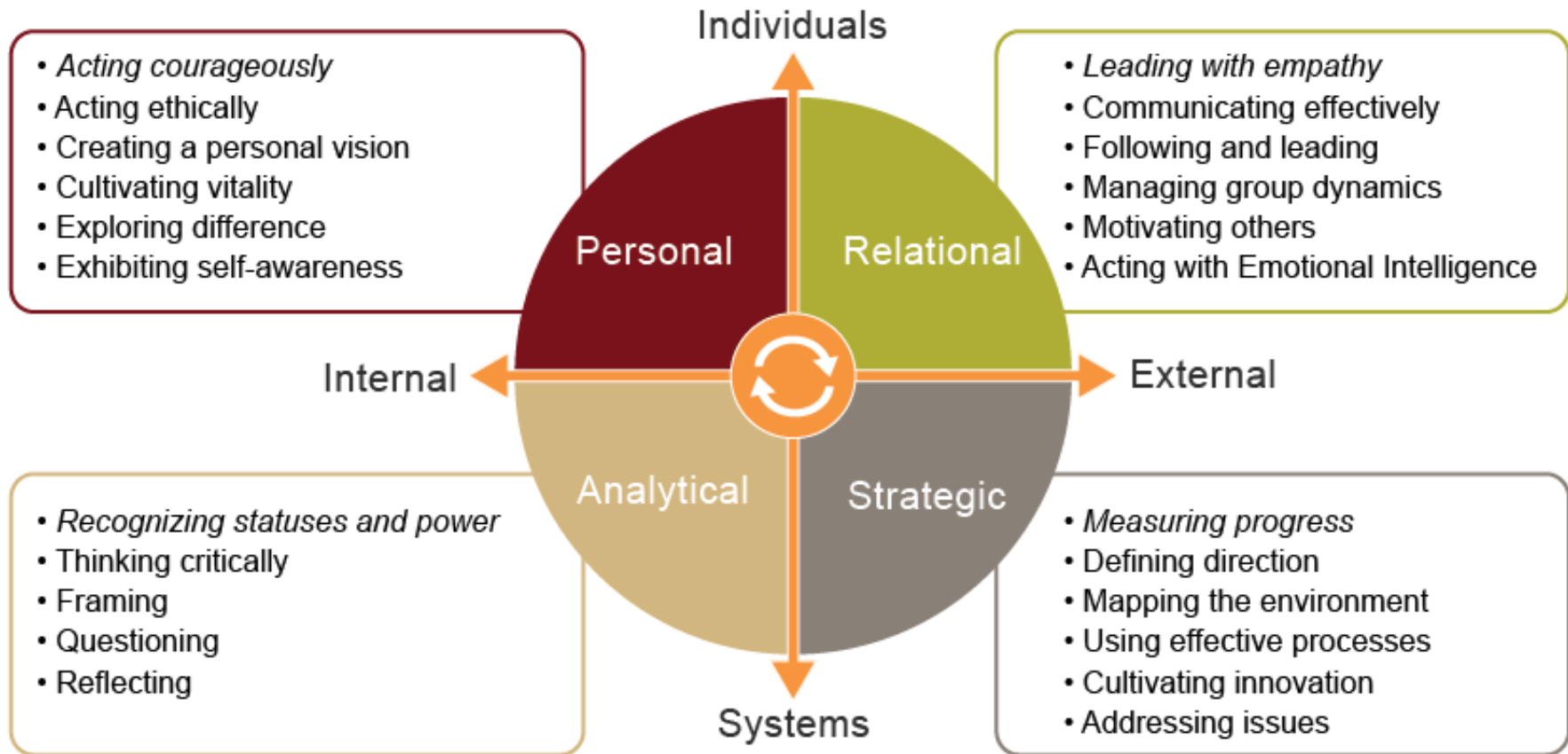
www.leaderwholeads.com





You can be a boss, manager
and/or a leader

LEADERSHIP – INDIVIDUAL EVENT OR TEAM SPORT?



WHO GETS TO LEAD?

Formal

- Assigned and exercised by authority

Informal

- Revealed through actions

EXPLORE
dare
*to lead*TM

Skills Good Leaders Need

Strategic Thinking

Developing a vision of where you want to be.

Planning & Delivery

Planning how to achieve your vision and dealing with challenges along the way.

People Management

Finding the right people and motivating them to work towards your vision.

Change Management

Recognising, responding and managing changes to your vision and plans.

Communication

Working on the best ways to communicate your vision to others and listening to ideas.

Persuasion & Influence

Encouraging others to help you achieve your vision by demonstrating its advantages.

WILDLIFE
NEED
CHANGE
AGENTS AS
LEADERS

A.G.E.N.T. OF CHANGE

Actively Generating Exceptional New Thinking





WORKSHOP GOALS

What - Foster a growing community of wildlife health leaders

• **How**

- Bring you together to start talking about leadership and networking
- Share some experiences and approaches we have found useful in leadership positions/experiences

What – Identify some things we can do when we strive to more effectively lead change

• **How**

- New skills, knowledge
- Shared perspectives on leadership gaps

Why – Lots of managers, not enough leaders

- Time for more effective action to protect our biodiversity legacy

TO THINK ABOUT TODAY

WHAT IS OUR WILDLIFE HEALTH LEADERSHIP STRATEGY

5

Factors for Setting a **LEADERSHIP STRATEGY**

1 | **QUANTITY OF LEADERS NEEDED**

How many leaders do we need?
What are the current and projected open leadership positions on the org chart?

2 | **QUALITIES DESIRED**

What characteristics should leaders possess? Who needs to be represented or included?



3 | **SKILLS AND BEHAVIORS**

What's needed to implement the business strategy and create the desired culture?

4 | **COLLECTIVE CAPABILITIES**

What capabilities do we need so we can act together in groups and across boundaries?

5 | **LEADERSHIP CULTURE**

What leadership practices are essential, such as boundary-spanning, employee engagement, or creating opportunities for others to lead?

