2008 HACEMOS National Leadership Forum

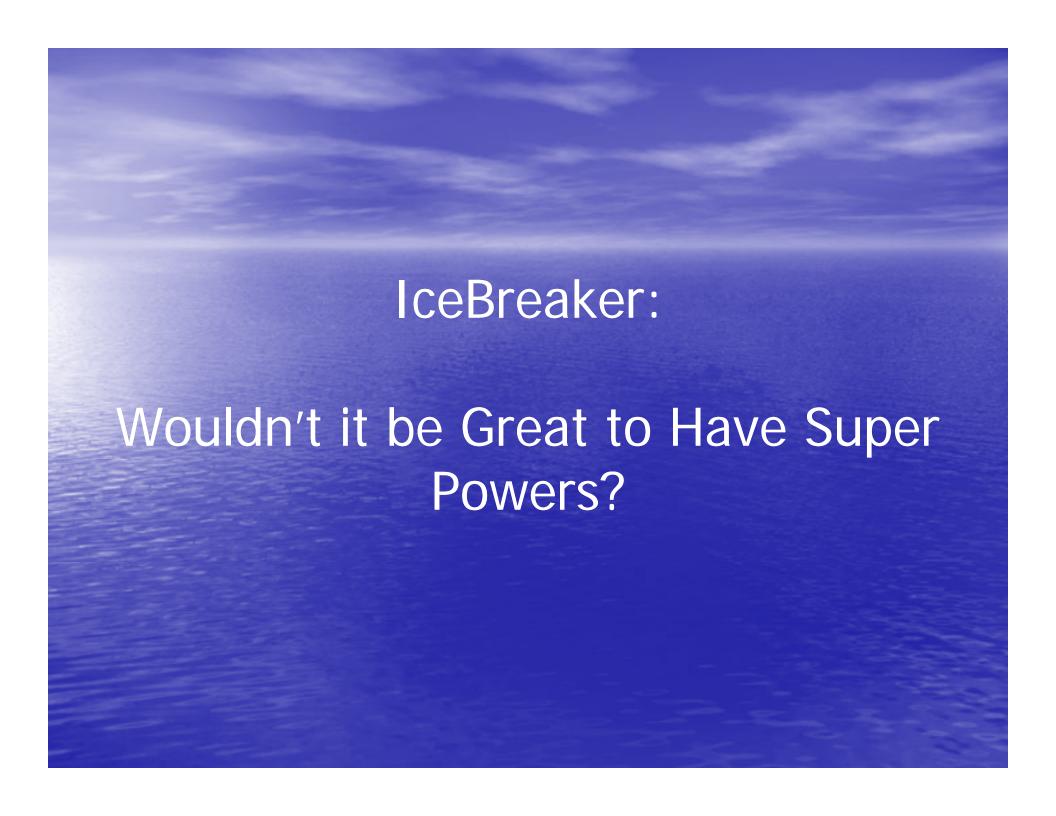
Leadership "A Short Course"

Presented by Maria T. Rivera

NJ & NYS Certified Real Estate Instructor Ecobroker Certified ®, SRES®, At Home With Diversity®



- IceBreaker
- Leadership Video
- Leadership Top 10 List
- Sharing a Challenge and Success Story
- Identifying 3 Current Challenges



Leadership – Top Ten List

- 1. Character
- 2. Be able to Lead Change
- 3. Interpersonal Skills
- 4. Focus on Results
- 5. Develop Your People

Leadership – Top Ten List (Cont'd)

- 6. Goal Oriented
- 7. Technology Savvy
- 8. Skilled Communicator
- Have Vision
- 10. Continue to Improve/Educate Yourself

1. Character

- Professional Ethics
- Courage
- Values and Beliefs
- Emotional Maturity/Emotional IQ
- Mutual Respect, Trust and Support
- Resilience
- Composure in Challenging Situations

2. Be Able to Lead Change

Be an "Agent of Change"

Taking Calculated Risks

 Understanding Best Practices and understanding that "the Best Practice" is yet to created

3. Interpersonal Skills

- Value people
- Inspire shared leadership
- Are honest with others
- Resolve conflicts effectively
- Network with other Business Partners

4. Focus on Results

- Understanding audience and customer needs.
- They continually ask and answer the question "What is wanted?" before they decided how to meet these needs.
- Are we delivering what audience or customer wants!

5. Develop Your People

- Personal Coaching
- At a Leadership Meeting -Rotate your different "Leaders"
- Write Personal Notes
- Delegate!

6. Goal Oriented

- Define SMART Goals
 - Specific
 - Measurable
 - Attainable
 - Realistic
 - Timely
- Accountability



 Know State of the Art Technology in Your field

Leverage it to move your organization/Company forward

8. Skilled Communicator

Good Listening Skills

Be able to communicate with all levels in the organization

Great Presentation Skills



Be very forward-thinking

Be able to see the company not only moving forward but already there.

10. Continue to Improve/Educate Yourself

Never Stop Learning

Be receptive to everyone's perceptions and information from around the world and beyond.

Know Your Weaknesses

