



RESPECTFUL LEADERSHIP

**Local Government Leadership Academy
2016 Leadership Forum
February 3-5, 2016
Radisson Hotel Vancouver Airport
8181 Cambie Rd, Richmond, BC**

It's up to YOU! Respectful Leadership

Civic Leadership Snippet by Dr. Gordon McIntosh on behalf of the LGLA

In a comfortable condition, most of us can be whatever social style we wish. This usually means employing 'appropriate' conduct valued by others for the situation. In local and regional government settings, we can adapt our personal behaviour to achieve decision-making, public support and interpersonal relation success.

However, in conflictual situations we may revert to our instinctive leadership style. When we cannot achieve personal aims, this can result in behaviours that inhibit organizational processes. A by-product of this repetitive approach is an erosion of relations and trust among and between elected officials (and staff), as well as public confidence.

While efforts may be taken to improve governmental process and governance effectiveness, it is incumbent on individuals to demonstrate respectful leadership. An effective civic leader – even in times of conflict – understands the '*double-edged sword*' they wield. Their behavioural choice can inhibit or contribute to the situation and ultimately the organizational culture of confrontation or collaboration.

The fundamental premise of respectful leadership is the powerful advocacy of interests and influencing of processes without harming others. Understanding personal impact is essential to avoid bringing out the worst in other people. Likewise, it is important to know the triggers that cause inhibitor behaviours with negative consequences for personal, group and organizational effectiveness.

Now more than ever before, amidst increasing demands, complex challenges and limited resources, civic officials need to practice civility. Codes of conduct, shared values and process protocols can be developed, but these all lack effect without 'contributing' individual behaviours. At the end of the day – it is up to each individual to take some responsibility for the respectful leadership choices that they make.

Dr. Gordon McIntosh, President of the Local Government Leadership Institute, will deliver the following evening plenary session at the 2016 LGLA Leadership Forum:

CIVILITAS: Respectful Leadership - Your Personality Impact on Others

Every personality style can be a contributor or inhibitor to civic relationships and processes. Join Dr. Gordon McIntosh for an interactive and engaging session on respectful leadership at the 2016 Leadership Forum. Learn personal strategies and organizational practices to enhance civility in political and administrative relations.

Dr. Gordon McIntosh provides governance, strategic and leadership consultancy and training services to local governments and municipal associations throughout Canada and overseas. Gordon has 37 years of executive, consultant and educator experience and received the *Professional Award for Excellence in Local Government Administration* in British Columbia. He has conducted 1,300 sessions involving 120,000 elected and appointed civic leaders. His current research focuses on the political/administrative interface through over 200 CAO and Chief Elected Official interviews.

Register online for the 2016 Forum at www.civicinfo.bc.ca/event/2016/LGLAForum.asp

Visit the 2016 LGLA Forum event page for the full agenda and event announcements: <http://lgla.ca/events/upcoming/2016-lgla-leadership-forum/>

Contact Errin Morrison, Program Manager, at emorrison@lgla.ca with any questions.