LEADERSHIP MODEL

- **GROW THE ORGANIZATION**
- **LEAD THE TEAM**
- **MODEL THE WAY**

The Pi Beta Phi Leadership Model is a set of leadership expectations that reflect Pi Phi's culture, values and servant leadership philosophy. The model defines what leadership should look like in Pi Phi. It can also be used as a roadmap to help individual members identify and develop the capabilities necessary to an outstanding Pi Phi leader.

The model includes two key components: Leadership *Competencies* and Leadership *Behaviors*. It is grounded in and reflects Pi Phi *values*.

COMPETENCIES
Capabilities that require specific knowledge, skills and abilities (i.e., the "what" of leadership)

BEHAVIORS
Observable and measurable actions ... what people say or do (i.e., the "how" of leadership)

VALUES
Beliefs and principles that drive behaviors (i.e., the "why" of leadership)

PI BETA PHI LEADERSHIP MODEL FRAMEWORK

leadership objectives

GROW THE ORGANIZATION	LEAD THE TEAM	MODEL THE WAY
Envisioning and Inspiring	Influence and Communication	Ethical Decision Making and Personal Courage
Planning and Execution	Empowerment and Followership	Modeling and Credibility
Change Management	Developing Others	Social Skills
	Relationships and Teamwork	Self-Awareness and Development

competencies

GROUNDED IN PI PHI VALUES (THE "WHY")
Integrity, Honor and Respect, Lifelong Commitment, Personal and Intellectual Growth, Philanthropic Service to Others, Sincere Friendship

GROW THE ORGANIZATION

Envisioning and Inspiring

1. Develops a compelling vision for the future, clearly communicates it and connects others to it

2. Establishes direction and priorities; sets goals effectively for themselves and the group

3. Evaluates the direction and performance of the organization continuously

4. Is able to see the big picture and the benefits of long-term perseverance

5. Is proactive rather than reactive

6. Plays ideas out; sees the end at the beginning

Planning and Execution

7. Plans and organizes work effectively for themselves and others

8. Plans and runs effective meetings

9. Manages their time effectively; efficiently completes multiple tasks on time

10. Solves problems quickly and effectively; breaks complex issues into manageable parts

11. Understands available resources and delegates effectively

Change Management

12. Focuses on the future; challenges the processes/status quo

13. Embraces change while understanding the organization's capacity for change; sets the appropriate pace

14. Is perceived by others as a change agent who establishes broad-based buy-in for overall direction and change; builds broad ownership and support

15. Understands the dynamics of change and how to move people through it effectively; acknowledges the successes of the past while advocating for change

16. Demonstrates personal flexibility and resilience

PI BETA PHI

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LEAD THE TEAM

Influence and Communication

17. Influences others to achieve goals

18. Is persuasive; sells ideas to others effectively

19. Listens actively, openly and genuinely. Truly seeks to understand first and then to be understood

20. Demonstrates ability to explain, rather than just tell

21. Knows when to plant seeds and when to back off and let them take root

22. Resolves conflict effectively; cares enough to confront

23. Communicates effectively orally and in writing

Empowerment and Followership

24. Enables others to act and inspires them to follow their lead

25. Delegates effectively; doesn't try to do it all themself

26. Motivates others and encourages the heart

27. Understands and practices good followership; knows when to lead and when to follow

28. Recognizes and values the importance of service to others and that all can lead through service

29. Creates positive energy in the face of challenges

Developing Others

30. Coaches and develops other leaders across the organization

31. Understands, values and embraces individual diversity, equity and accessibility

32. Works effectively with a variety of personalities

33. Gives constructive feedback openly

34. Rewards and recognizes others

Relationships and Teamwork

35. Builds and maintains positive relationships based on trust and mutual respect Strives

36. Fosters and promotes an inclusive culture by building relationships across the organization

37. Uses relationship skills to build teamwork and harmony in the organization

38. Drives collaboration among individuals within the Fraternal community

39. Establishes positive relationships with constituents outside the Fraternity/Sorority community

MODEL THE WAY

Ethical Decision Making and Personal Courage

40. Takes a stand on controversial issues; does not stay "on the fence"

41. Willing to make the tough/unpopular decisions

42. Makes decisions based on what is ethical and equitable, instead of what is easiest

43. Is guided by Pi Phi values in decision making

44. Acts in the best interest of the Fraternity; has no personal agenda

Modeling and Credibility

45. Acts as a servant first and then as a leader; leads for the sake of serving the organization and its members rather than for power, status or a personal agenda

46. Models Pi Phi values in everyday life; sets high standards of excellence for themselves and others

47. Adheres to and advocates for Pi Phi values, policies and guidelines; holds themselves and others accountable

48. Trusts others and is trusted

49. Takes ownership for actions and decisions – does not blame others

50. Maintains confidentiality

Social Skills

51. Demonstrates social confidence while simultaneously putting others at ease

52. Values and practices social/business etiquette

Self-Awareness and Development

53. Understands themselves – is aware of their strengths and weaknesses and how they are perceived by others

54. Desires and takes actions to develop and improve their own abilities, skills and competency areas

55. Routinely seeks feedback; receives feedback constructively and incorporates into her behavior (is coachable)

56. Reflects; can be introspective; asks "Why should I?" "How can I be better?" "How is what I am learning useful in the future?"

57. Rewards themselves appropriately; views mistakes and failures as opportunities to learn and grow

58. Strives to keep healthy balance of work and personal priorities

59. Recognizes the role unconscious bias plays in personal growth