

**Leadership: How to Get There**  
*And the Bumps Along the Way*  
By: Julia Zaeske



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Leaders are people we regularly encounter, whether it's at a job, an event, or in politics. Everyone has a different take, definition, and style of leadership. I had the privilege to interview three leaders who are leaders themselves and hire other leaders into open positions.



**Dane Roth**

Dane has had an extensive career in PR and Advertising. It is very telling when asked, alive or dead, which leader would you choose to spend the day with, what is essential to see in a leadership candidate. Abraham Lincoln was Dane's choice, and he was unequivocally going to play was out of the question. Drinks were still on the table, though, along with discussions of leadership styles and challenges.

**Carol Gronlund**

Empowering leadership among women is something Carol supports passionately. In addition, her admiration for influential leaders extends to all. Nelson Mandela is the leader she wishes to sit down with because his lessons in focus, purpose, and resilience are so relevant today.



**Tina Dugas**

Tina is someone who selflessly gives back from her mentorship and counseling to the kitties she rescues from the streets. Her unique perspective and love of music drove her to choose Nancy Wilson as the leader to spend the day with. The ability to "see beyond what's black and white in the notes of music and life" is an exhibition of leadership in the ability to interpret emotion.

*Leadership was simply defined as "the capacity to lead" by Merriam-Webster. This prompted me to look up the definition of lead which is "to guide on the way especially by going in advance."*

There are tons of different leadership styles and leadership style theories available in this day and age. The list is so exhaustive narrowing down was a necessary evil. Three leadership styles were described when answering their definition of leadership.

### **The Coach**

- Collaboration
- Empowerment
- Trust
- Questioning
- Active Listening
- Feedback
- Room to learn
- Development
- Smart Assessments
- Taking the bull by the horns when needed

### **The Servant Leader**

- Empathy
- Understanding
- Healing
- Support
- Humility
- Trust
- Self-awareness
- Community

### **Resilient Leader**

- Dealing with Adversity
- Overcoming Challenges
- Conquering Setbacks
- Adaptability
- Foresight
- Positivity

### **Executive Recruiters Fast Facts**

- Person who hires the leaders of the company from Director to CEO
- Responsible for choosing who will drive the vision of the company and who will take care of the employees
- Helps to determine culture of the company based on the leaders they hire
- Seeks out successful leadership professionals who would be a good fit for the client
- Sometimes will poach leaders from other companies if now available candidates fit the client's needs
- This is someone who usually finds you
- If you have a good relationship with them from networking, you can reach out to ask them to keep you in mind for anything they might think is a fit for one of their clients
- These are key people to have in a networking arsenal
- These are very busy professionals many people vie for their attention, so be respectful of their time and how you approach them

Having just one style is not the answer when acting as a leader. Different situations call for different types of leadership. Recognizing which traits to use for the specific problems faced is what is essential. The ability to recognize this comes with time, experience, and mentorship.

### ***Confidence & Humility***

Above are the two most commonly desired traits for discovering a leader. There is a fine line between the two, coming across as cocky or insecure if not careful. Being secure in your knowledge as a leader but admitting when you do not have the answers shows both confidence and humility in a way that gains respect.

## **Path to Leadership**

### *Expect Setbacks*

The path to leadership is never a straight line—setbacks are inevitable within any career. The amount of resilience during these setbacks will determine the level of success you will have in accomplishing your leadership goals. It's essential to have a plan but be ready to scrap it and create a new one ten times over.

### *Network Like Crazy*

"It's not about who you know; it's about who knows you," is a common saying expressed that was proven true in many stories from the interviews. Titles do not matter. Anyone at any level can support your path to leadership. Leadership isn't about a title, and leaders are everywhere. Always be open to networking with people at all levels within a company.

### *Mentors are Key to Your Career*

Mentors always come across like the uncatchable unicorn. Mentors come in all shapes and sizes. It is vital to remain open to the lessons being taught to you by everyone around you.

Yes, there will be leaders in your life who shape your growth and path; however, there will also be those who surprise you where you least expect it. Always be open to learning.

Leadership has many different faces and styles. It is about adapting to the needs of the situation with confidence and humility. The best way to display leadership qualities to a recruiter is to put your best foot forward with examples of your success and, most importantly, be yourself.

### **Tips to Get Noticed**

- **Resume**
  - "Devil is in the details"
  - How it looks
  - Substance provided within job description
  - What do you uniquely offer
- **Interview**
  - *"Is this someone I want to go to work with everyday?"-Dane Roth*
  - How you interact with who is interviewing you is key
  - Ease with which conversation is navigated

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