LEADING TRANSFORMATION #26:
LEADERSHIP ACTION PREFERENCE (LAP) PART 1

We are better able to raise our levels of competence and increase our leadership effectiveness when we have a good appreciation of our strengths and weaknesses, and leadership action tendencies.

I developed the LEADERSHIP ACTION PREFERENCE (LAP) Assessment Tool based on basic actions of leadership—DREAM, DESIGN, DEVELOP and DRIVE. The underlying heart or propeller for these actions is the DESIRE orientations of leaders. The “Desires” of leaders ultimately inform their leadership priorities and actions. Over time and especially under stress leaders become more of themselves. It is therefore important to identify the lingering desires of leaders in order to appreciate the possible direction they will take an institution in the long-term.

We can look at the basic actions of leadership as follows:

DESIRE: Sustain interest and passion for a desired state of affairs.
DREAM: Dream the future.
DESIGN: Design strategies for moving from the status quo to desired future.
DEVELOP: Develop leaders and critical resources for implementing strategies.
DRIVE: Implement strategies to achieve goals related to desired future.

Leaders have their preferred action tendencies in various situations based on the above basic actions of leadership. There are DREAMERS, DESIGNERS, DEVELOPERS and DRIVERS. In reality, leaders have unique combinations of these tendencies and to varying degrees.

DREAMERS: Vividly envision and passionately communicate new and desired future.
DESIGNERS: Creatively explore the most effective strategies for getting to the desired future.
DEVELOPERS: Effectively develop people and resources needed for implementing the most creative and effective strategies.
DRIVERS: Effectively utilize resources to execute or implement strategies toward the realization of the desired end.

REFLECTION: What would you consider to be your top three Leadership Action Preferences in descending order (1st/2nd/3rd)?