

The background features abstract blue geometric shapes. On the left, a light blue trapezoidal shape extends from the top edge. On the right, a complex arrangement of overlapping triangles in various shades of blue (light, medium, and dark) forms a large, abstract graphic element.

National Referee Conference Base Deck

Leadership 101

Leadership Outline

- Definitions of Leadership
- Characteristics of a Good Leader
- Attributes of Great Leaders
- Leadership Style
- Tips For Effective Leadership
- How Can I Improve My Leadership Skills
- Leadership & Being a Referee



Leadership

- An effective leader is a person who does the following: Creates an inspiring vision of the future. Motivates and inspires people to engage with that vision. Manages delivery of the vision.
- Leadership is a process of social influence, which maximizes the efforts of others, toward the achievement of a goal
- The activity of leading a group of people or an organization or the ability to do so.



Leadership

Leadership involves:

1. Establishing a clear vision
2. Sharing that vision with others so that they will follow willingly
3. Providing the information, knowledge and methods to realize that vision
4. Coordinating and balancing the conflicting interests of all members and stakeholders



Characteristics of a Good Leader

- Honesty -A good leader has the ability to establish an honest connection with his or her peers
- Ability to delegate
- Ability to communicate
- Sense of Humor
- Confidence
- Commitment
- Positive Attitude
- Creativity

Attributes of Great Leaders

- Clarity, leaders are clear and concise. They provide a clear vision of what needs to be accomplished
- Decisiveness, once a decision is made, a leader commits without hesitation...all hands on deck
- Courage
- Passion
- Humility



Leadership Styles

Autocratic or Authoritarian

-An autocratic leader centralizes power and decision-making. He/she gives orders, assigns tasks and duties without consulting the employees. The leader takes full authority and assumes full responsibility.

-Autocratic leadership is negative, based on threats and punishment. Subordinates act as he directs. He/she does not care for opinions or permit them to influence the decision. He/she believes that because of his/her authority he/she alone can decide what is best in a given situation.

Leadership Styles con't

Autocratic or Authoritarian

-Autocratic leadership is based upon close supervision, clear-cut direction and commanding order of superior. It facilitates quick decisions, prompt action and unity of direction.

-People work as hard as is necessary to avoid punishment.

-This leadership style is less likely to be effective because the new generation is more independent and less submissive and not amenable to rigid control.



Leadership Styles con't

Democratic or Participative

-Participative or democratic leaders decentralize authority. It is characterized by consultation with the subordinates and their participation in the formulation of plans and policy. He/she encourages participation in decision-making.

-He/she leads the crew mainly through persuasion and example rather than fear and force. Sometimes the leader serves as a moderator of the ideas and suggestions from his group.

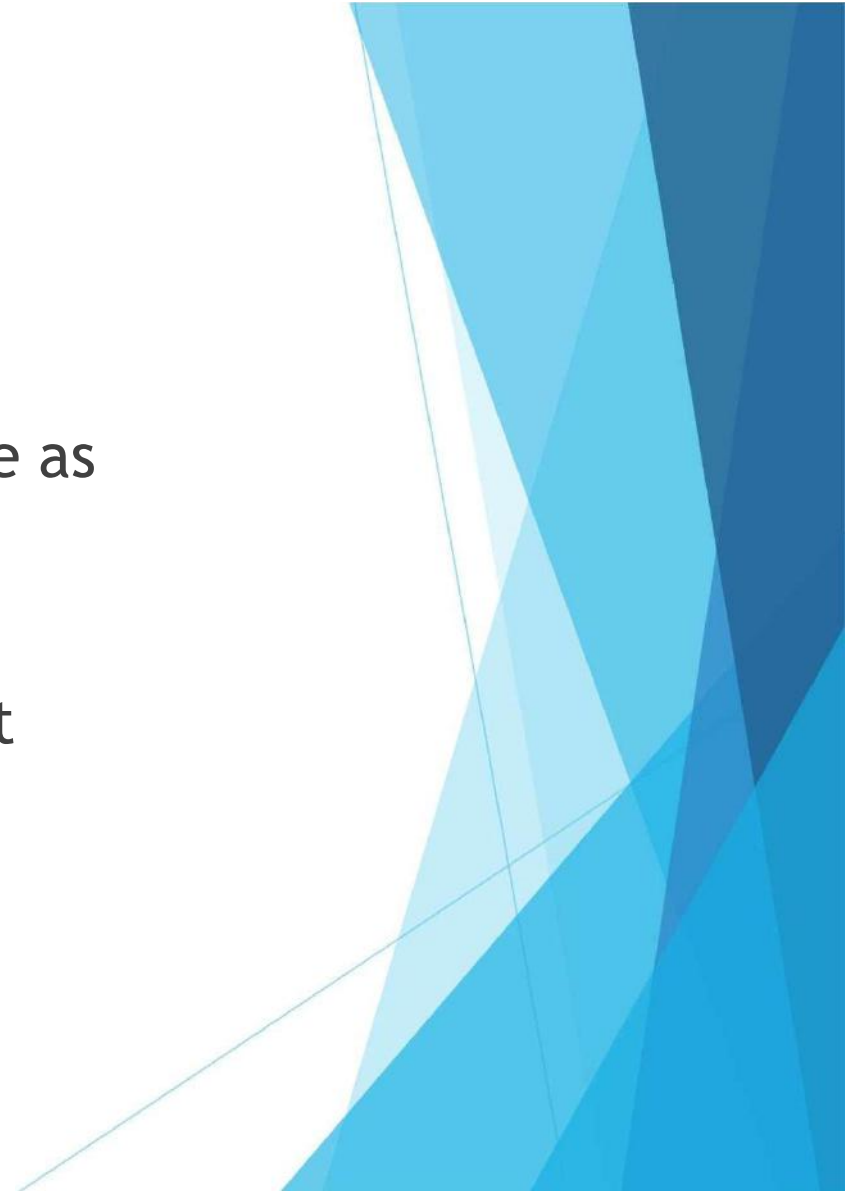
-Recent studies indicate the need for participation by subordinates. The modern trend favors sharing the responsibility with the employees. This fosters enthusiasm and support.

Leadership Styles con't

Democratic or Participative

Advantages for democratic leadership are as follows:

- Higher motivation and improved moral
- Increased cooperation with management
- Improved job performance



Leadership Styles con't

The Laissez-faire or Free-rein

-Free-rein leaders avoid power and responsibility. The laissez-faire or non-interfering type of leader passes on the responsibility for decision-making to fellow members and takes a minimum of initiative in administration. He/she gives no direction and allows the group to establish its own goals and work out its own problems.

Leadership Style con't

The Laissez-faire or Free-rein

-The leader plays only minor role. The idea is that each member of the group when left to themselves will put forth his/her best effort and maximum results can be achieved in this way. The leader acts as an umpire. But no direction or control is exercised over the people, the organization is likely to flounder.

Leadership Styles con't

Paternalistic Leadership

-Under this management style the leader assumes that his function is fatherly or paternal.

Paternalism means papa knows best. The relationship between the leader and group is the same as the relationship between the head of the family and the members of the family. The leader guides and protects the group as if members of his/her family.

-It is assumed that workers will work harder out of gratitude.

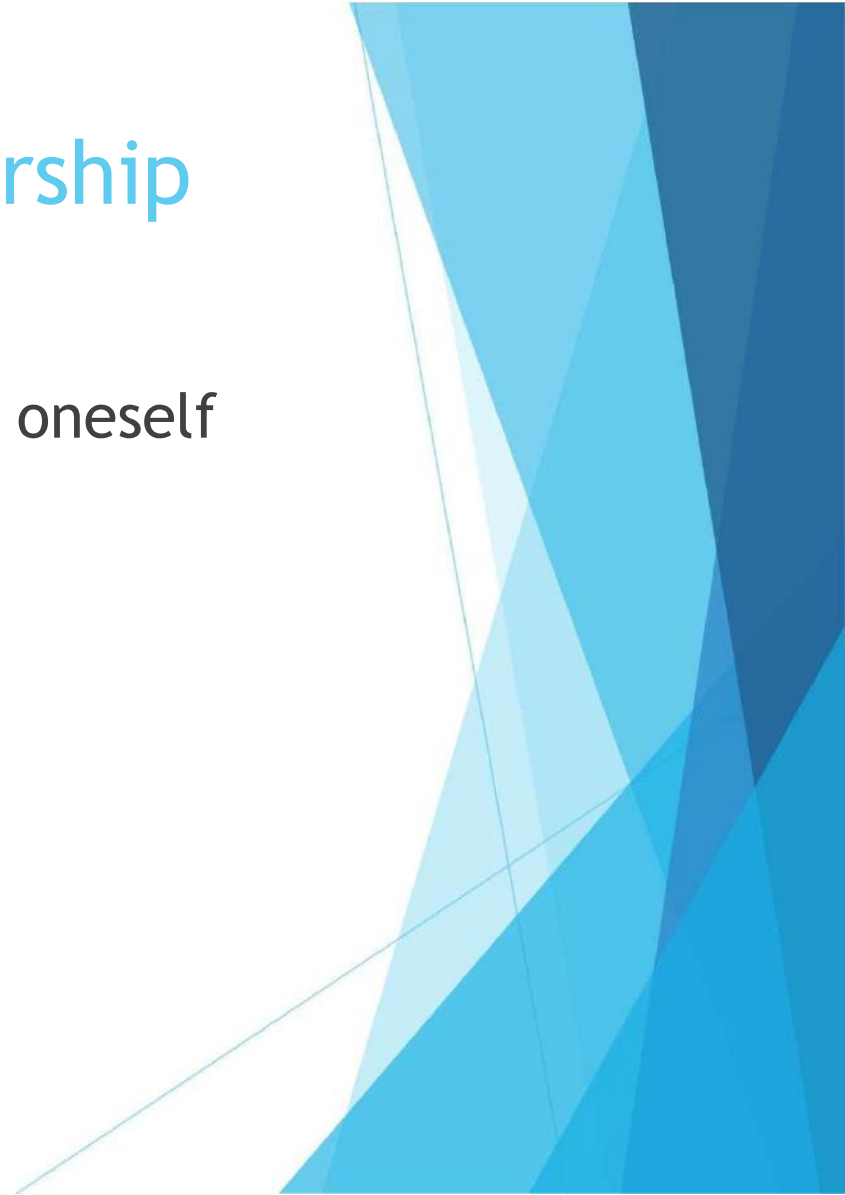


Tips for Effective Leadership

1. Learn to lead by example
2. Be goal-oriented. Instead of focusing on the problem at hand, an effective leader instead directs attention toward the solution
3. Take responsibility
4. **Share** the glory
5. Know how to develop a team
6. Become a master of communication
7. Be courageous and assertive
8. Be confident

How Can I Improve My Leadership Skills

1. Get inspired. True motivation is inside oneself
2. Think of others
3. Appeal to values
4. Celebrate small achievements
5. Reward your team
6. Trust and Delegate
7. Recruit positive people



Leadership and Being a Referee

Crew Goal Setting

Be the best crew

To achieve our goal we must excel in the following areas:

- Outstanding communication skills with coaches, players and ourselves
- Excellent substitution mechanics
- Excellent penalty enforcement
- Excellent dead ball officiating
- Call only those fouls that have an impact on the game and those that affect player safety

Leadership and Being a Referee

Delegation of Crew duties

- Crew banker
- Transportation
- Crew meals
- Google Docs/spreadsheet (transportation, tickets, dinner guests, etc)
- Game tickets
- Memo updates

Leadership and Being a Referee

Pre-Game Preparation

- Agenda (referee)
- Time to leave hotel for game
- Training Tape
- Areas of concern by Sup's of Officiating
- Video review (Previous weeks game, upcoming game home team/visiting team)
- Individual rule topics (Officials)

Comments

- Substitution mechanics, penalty enforcement, measurements, sideline management, correcting game clock, crew communication at last television time out of half for 2/1 minute differences

Leadership and Being a Referee

Understanding crew members needs/wants,
adjusting leadership style

- We are family, we need to get along on/off the field
- Open communication
- Understand and respect our differences
- What's best for the crew
- Problem child

Leadership and Being a Referee

Grading game performance (Crew/Individual)

- Great plays/Calls
- Areas of improvement
- Are we meeting our goal to be the best crew