

### **EASTRAIN**

Helping Legislators Become More Effective Leaders & Building Stronger State Legislative Institutions

## Creating a Culture of Excellence: Legislative Leadership





The Robert D. and Billie Ray Center

Featuring

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### Excellence with Integrity TOOLS

### COMPACT FOR EXCELLENCE TEMPLATE

In order to do our **best work** and treat each other with **respect and care**, we each agree to/not to:

**>>** 

- » Be present and participate
- » Respect each other and the process
- » Candid conversations
- » Active listening
- » Essential technology use



Adapted from Lickona & Davidson (2005).

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### **Notes**

### **COMPETENCIES**

### **EXCELLENCE**

**WORK ETHIC** 

**EFFORT** 

**ATTITUDE** 

DELIBERATE PRACTICE

GRIT/ENDURANCE

ASPIRATION/HIGH STANDARDS

**GOAL ACHIEVEMENT** 

COACHABILITY

PROBLEM SOLVING

CRITICAL THINKING

INNOVATION & CREATIVITY

### INTEGRITY

HONESTY

**FAIRNESS** 

**EQUITY** 

**JUSTICE** 

ETHICAL COMPETENCY

HUMILITY

RESPECT

**ACCOUNTABILITY** 

LOYALTY

RESPONSIBILITY

COURAGE



### GROWTH & BALANCE

SELF-AWARENESS

SELF-MANAGEMENT

PRIORITIES/TIME MANAGEMENT

STRESS MANAGEMENT

**RESILIENCE** 

**GROWTH MINDSET** 

**ENGAGEMENT** 

**PRUDENCE** 

**HARMONY** 

**GRATITUDE** 

LIFE PURPOSE

### TEAMWORK & COMMUNITY

**LEADERSHIP** 

CIVILITY

COMMUNICATION

INCLUSION

EMOTIONAL INTELLIGENCE

PRODUCTIVE RELATIONSHIPS

OPEN & FLEXIBLE MINDSET

PRINCIPLED NEGOTIATION

COLLABORATION

TEAM-FIRST MINDSET

CITIZENSHIP

**⊘** Excellence with Integrity TOOLS

### Social Networking

How to find connections with practically anyone anywhere.

- Have the courage and curiosity to connect especially with those who are new or different.
- Connect by asking questions that go "from surface to substance."



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### **Bob and Donna**

- Most unlikely person
- Follow-up
- No agenda other than to get to know each other
- Courage to reach out and respond
- Common Ground / Connections
- Disagree without being disagreeable
- Don't have to hurt each other
- Beliefs didn't change approach did
- Find the person reach out

### PERFORMANCE CHARACTER AND MORAL CHARACTER COMPETENCIES

Adaptability Caring

**Ambition Civility Citizenship** 

Craftsmanship Confidence Courage Compassion

**Critical Thinking Collaboration Cooperation Courtesy** 

Cormance Char

**Dependability** Creativity

**Emotional Intelligence** 

Generosity

Humility

Loyalty

Moderation

**Empathy** 

**Diligence** Curiosity

**Drive** Determination

**Effort Entrepreneurship** 

Enthusiasm Endurance

Grit Imagination Initiative

**Passion Justice** 

**Perseverance Organization** 

Resilience

Patience

Peacefulness

**Forgiveness** 

Gratitude

Integrity

Mercy

Kindness Love

Friendliness Graciousness

**Honesty Honor Hope** 

Positive Attitude Pride in Work

Resourcefulness

Responsibility

Respect

Self-Awareness Thrift Self-Control Sensitivity

Service Truthfulness Trustworthiness

Work Ethic Wisdom

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### **Notes**

### Clarity, Habit, Accountability, Mindset → Performance

### **CLARITY**

clear specific expectations for context, resources, abilities

### **HABIT**

intentional, intensive, focused practice, real-world simulation

### **Performance**

### **MINDSET**

mental preparation, emotional toughness, focus, resilience

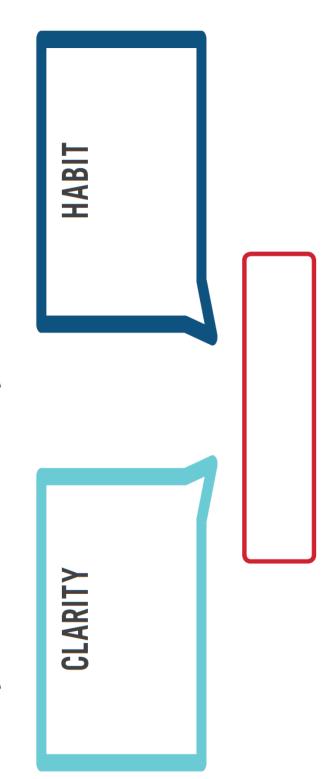
### **ACCOUNTABILITY**

support, challenge, reflection for growth

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### **Notes**

# Clarity, Habit, Accountability, Mindset → Performance



**ACCOUNTABILITY** 

MINDSET

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## ORGANIZATIONAL EFFECTIVENESS AUDIT

Stop

Practices that:

are not having the desired outcome

· are distracting from core mission or overall ef-may have proved impractical or inefficient

fectiveness

Start New practices

that may help address a new situation or factors team may want to try to improve effectiveness that did not exist before, or new ideas that the and/or efficiency

Continue Practices

 are having the desired outcome are efficient and effective

Practices Practices that:

 are having some of the desired outcome, show promise

· but need to be more efficient or effective