

## Coaching Tip: “Learning Zone”

**Working together:**

As coaches, it is important that we remember that there are many different kinds of leaders and that we all work differently. Sometimes it is important to take a step back and remind ourselves that different does not equal bad and that everyone brings something important to the table.

**Promoting Innovation:**

Encouraging different leadership styles to work together—whether in the League or outside of it— is what allows progress and innovation. One important component in this is helping individuals and organizations see the value in each other. Using a tool like the leadership compass can aid in this process.

In the Leadership Compass model:

- a “North” is more action oriented;
- a “South” provides empathy;
- a “West” analyzes;
- and an “East” comes up with the vision.

All four working together is that model that will generate the most productive and impactful plan.

Keeping this in mind, finding assignments or roles that play on an individual or organization’s strengths allows them to be the most effective and efficient – and perhaps most satisfied in their leadership role.

**Engaged Teams:**

Another important component of fostering innovation is by allowing leaders to be in the ‘Learning Zone’ without pushing them into discomfort zone. The Learning Zone is where the most growth and progress will occur.

Being able to identify where someone (or yourself!) will fall into that discomfort is part of where knowing the different styles will come into play. Keeping individuals in a positive and growing experience will promote innovation and foster change – for individuals and for the organization.

**Resources:**

Leadership Compass

<http://forum.lwv.org/sites/default/files/leadership-compass-activity.pdf>

Leadership Compass: Appreciating Diverse Work Styles

<http://bonnernetnetwork.pbworks.com/f/BonCurLeadershipCompass.pdf>

The Leadership Compass Self-Assessment



<http://bethechangeconsulting.com/sites/default/files/worksheets/Leadership-compass-self-assessment.pdf>

Developing Leaders within the League of Women Voters

[http://forum.lwv.org/sites/default/files/leadership\\_development\\_-\\_final\\_final.pdf](http://forum.lwv.org/sites/default/files/leadership_development_-_final_final.pdf)

MLD Handbook Chapter 7 – Engaging Member to Lead

[http://forum.lwv.org/sites/default/files/22-the\\_leadership\\_ladder\\_process\\_0.pdf](http://forum.lwv.org/sites/default/files/22-the_leadership_ladder_process_0.pdf)