

FPDA FLM
Group Coaching Session

Leadership Attributes of
Effective Leaders

November 11, 2025



agenda



- AGENDA REVIEW
 - DESIRED OUTCOMES
 - ASSUMPTIONS
 - CHECK-IN
 - GROUP COACHING OVERVIEW
 - GROUND RULES DEVELOPMENT
 - DISC ASSESSMENT APPLICATION
 - LEADERSHIP ATTRIBUTES
 - 1:1 COACHING SCHEDULE
 - PLUS/DELTA
- 

Desired Outcomes

- Continue to grow in relationship with one another
- Increased understanding of how to optimize the DiSC Assessment feedback
- Alignment on Leadership Attributes that make a difference in today's workplace
- Introduction of leadership tools for your leadership toolkit

Assumptions

You are dedicated to the success of your organization

You are committed to continuing to grow as a leader

You have experiences that will support the development of others

It will take the dedication of all of us to ensure a fabulous learning experience

Check-In: FPDA Summit

What is one thing you took away from the FPDA Summit that has impacted the way you are working?

Group Coaching Overview

Meet 4 times this year

To prepare, complete any shared pre-work

During the session, Donna will facilitate

During the session, your active participation is needed

Come to the sessions with a reflection on your leadership

what challenges are you facing

what leadership wins have you experienced

Ground Rules – the behaviors we expect of each other so we can be successful

Application: DiSC Assessment

What are examples of how you have applied the insights you gained from the DiSC Assessment conversation?

Leadership Attributes

What are attributes a leader needs to possess and demonstrate to be effective in today's workplace?

Who are leaders in history?

Who are leaders in your personal life?

What did they do or say that impacted the way you see leadership?

Leadership Attribute – Emotional Intelligence

IQ and technical skills matter, but mainly as ‘threshold capabilities’ – entry level requirements for executive positions

Research by Daniel Goleman: *the higher the rank of a person considered to be a star performer, the more emotional intelligence capabilities showed up as the reason for effectiveness.*

Comparing star performers with average ones in senior leadership positions, nearly 90% of the difference in their profiles was attributable to emotional intelligence factors rather than cognitive abilities.

Daniel Goleman, What Makes a Leader, HBR, On Emotional Intelligence

Leadership Attribute – Emotional Intelligence

Emotional intelligence is a group of five skills that enable the best leaders to maximize their own and their followers' performance.

- Self-awareness
- Self-regulation
- Motivation
- Empathy
- Social skill

Leadership Attribute – Emotional Intelligence

Self-awareness

Knowing one's strengths, weaknesses, drives, values, and impact on others

What do we see?

- Self-confidence

- Realistic self-assessment

- Self-deprecating sense of humor

Leadership Attribute – Emotional Intelligence

Self-regulation

Controlling or redirecting disruptive impulses and moods

What do we see?

Trustworthiness and integrity

Comfort with ambiguity

Openness to change

Leadership Attribute – Emotional Intelligence Motivation

Relishing achievement for its own sake

What do we see?

Strong drive to achieve

Optimism, even in the face of failure

Organizational commitment

Leadership Attribute – Emotional Intelligence

Empathy

Understanding other people's emotional makeup

What do we see?

Expertise in building and retaining talent

Cross-cultural sensitivity

Service to clients and customers

Leadership Attribute – Emotional Intelligence Social Skill

Building rapport with others to move them in desired directions

What do we see?

- Effectiveness in leading change

- Persuasiveness

- Expertise in building and leading teams

1:1 Coaching Schedule

We will meet 1:1 for 60 minutes over the next 3 weeks

A chart for scheduling will be sent to you in an in an email

Plus/Delta

What went well in our time together today?

What would you change to increase our effectiveness and ensure this is valuable to you and your leadership?



thank you

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