The Right Fit Leading (RFL) Process

OPTIONAL TEXT: New RFL Process Develops Leaders and Teams Simultaneously

OVERVIEW: One cannot develop leadership by only focusing on the leader and which of their skills need development or improvement. Using Leader-Member Exchange (LMX) Theory, you can understand that leadership development is best done by developing and/or improving the skills of both the leader and those they lead. This approach leads to shared understanding that allows effective team building. The Right Fit Leading (RFL) Process addresses this challenge.

RFL characterizes leader and team development in terms of three key components. Good leadership and followership are tied to each other, whether they are taught and trained that way or not. Current research supports the belief that good leadership is about philosophy, inspiration, and motivation. The RFL Process is based on emotional intelligence and empathy for all members of any team, regardless of their position or level of responsibility.

The RFL Process addresses a consistent *philosophy* of how we lead and follow. It suggests that we must *inspire* ourselves and others. It also demonstrates the need to *motivate* ourselves and others to take on challenges that we might not attempt otherwise.

Students will be able to:

1. Define and apply the RFL Process
2. Define emotional intelligence (EI) and list its attributes.
3. Define empathy and list its types.
4. Identify effective leadership behavior.
5. Identify and apply Leader-Member Exchange (LMX) Theory.
6. Evaluate different approaches to leadership in organizations.
7. Identify or develop personal leadership style through self-assessment.
8. Assess leader issues of accountability and responsiveness to worker needs.
9. Define and apply engaged interaction:
   1. Create strong relationships where leaders and members interact and achieve shared understanding.
   2. Engaged Interaction is focusing on listening, hearing, and understanding, and continue for as long as it takes.
   3. Understand benefits and flexibility in applying emotional intelligence and empathy to create effective work relationships.
   4. Focus on creating an interactive communication approach that leverages the skills and abilities of all team members and promotes contributions from everyone.