



HIGH ROAD LEADERSHIP: The Leader that the SACCOS Movement Needs Urgently.

Strategies for unity and collaboration in leadership



**Simple
Act
of Kindness**



Visible: Outcomes

- **Financial Performance** – delinquency, capital adequacy
- **Member Impact and Engagement**
- **Technological Gaps**
- **Public image** – work environment and infrastructure
- **Operational inefficiencies or efficiencies**

Invisible

PATTERN:

Ability to innovate and adopt to changing environment.

STRUCTURES:

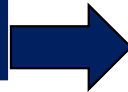
The whole framework within which the people will work.

PEOPLE MOTIVES AND AGENDA:

Beliefs: Are these aligned with the cooperative purpose?

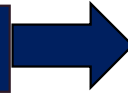
HOW SKILLS AND VALUES AFFECT A LEADER?

Good Skills & Good Values



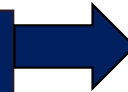
Leaders Raise up their people

Poor Skills & Good Values



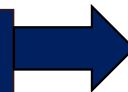
Leaders can't help their people

Good skills & Poor Values



Leaders manipulate their people

Poor Skills & Poor Values



Leaders drag down their people



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3 ROADS LEADERS CAN TAKE

Low Road

Middle Road

High Road



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WE NEED HIGH ROAD LEADERS!

Value people

Do the right things for the right reasons

Give more than what they take

Place people above their own agenda

Don't keep score

Inclusive – marginalized and young people searching for meaning



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Coop's Principles and Values

Not just texts in books

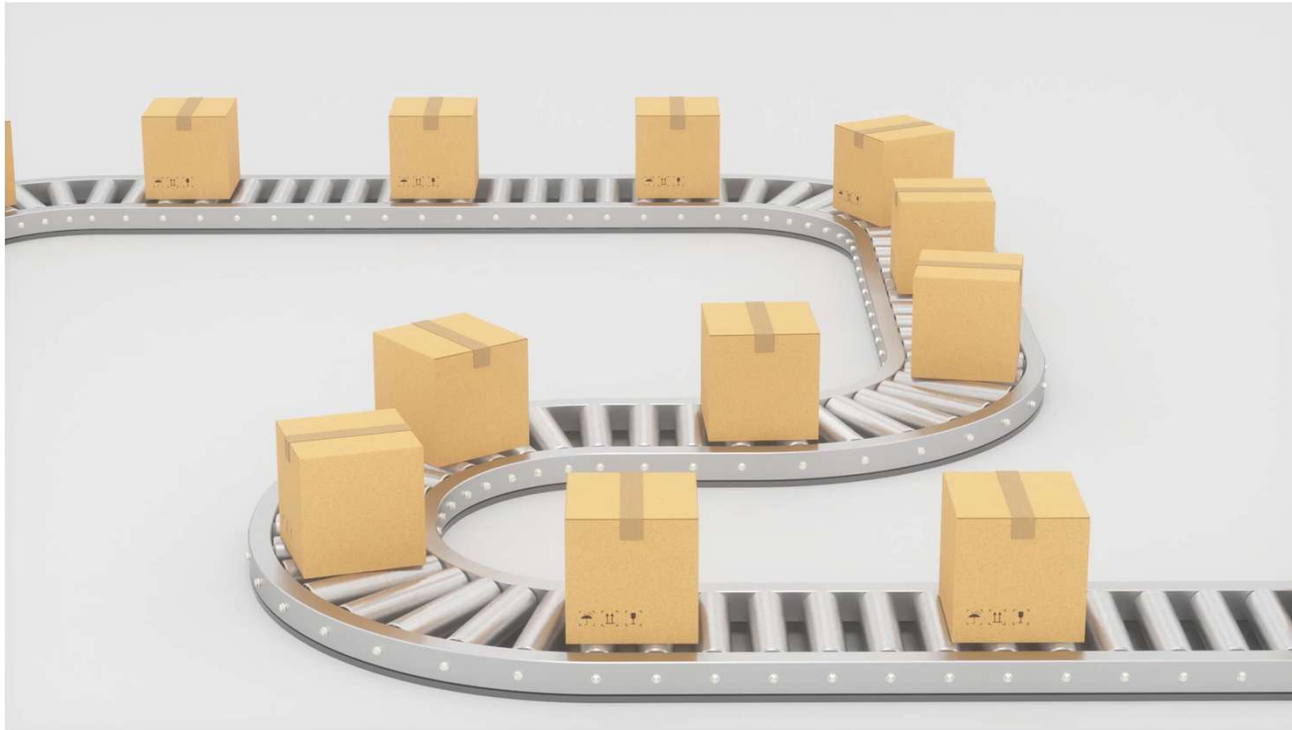
It lives in communities,
and in the struggles of
ordinary people.



**HIGH ROAD
LEADERS'
BELIEF:**



**Growing
members is
growing credit
unions.**



**ARE WE
TAKING THE
HIGH ROAD?**



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HIGH ROAD
LEADERS: BRING
PEOPLE TOGETHER

How?

FINDING THE COMMON GROUND





TO BE A HIGH ROAD LEADER

- **WHEN** your instincts tell to fight, you need to extend a hand of friendship
 - **WHEN** others build walls, you need to look for a gate
 - **WHEN** others say you have nothing in common, you need to double your efforts to discover something you share so you can create a way to meet and build relationships.
-

COMMON GROUND: IMPROVED MEMBERS' LIVES



Decent home



A well-stocked
emergency fund (6
months)



Get out of debt
– completely



Funds:
Retirement,
Budget,
Education, Asset
Purchase etc.



Multiple
Income Streams



Enough insurance
to cover
contingencies
(Health insurance is
an example)

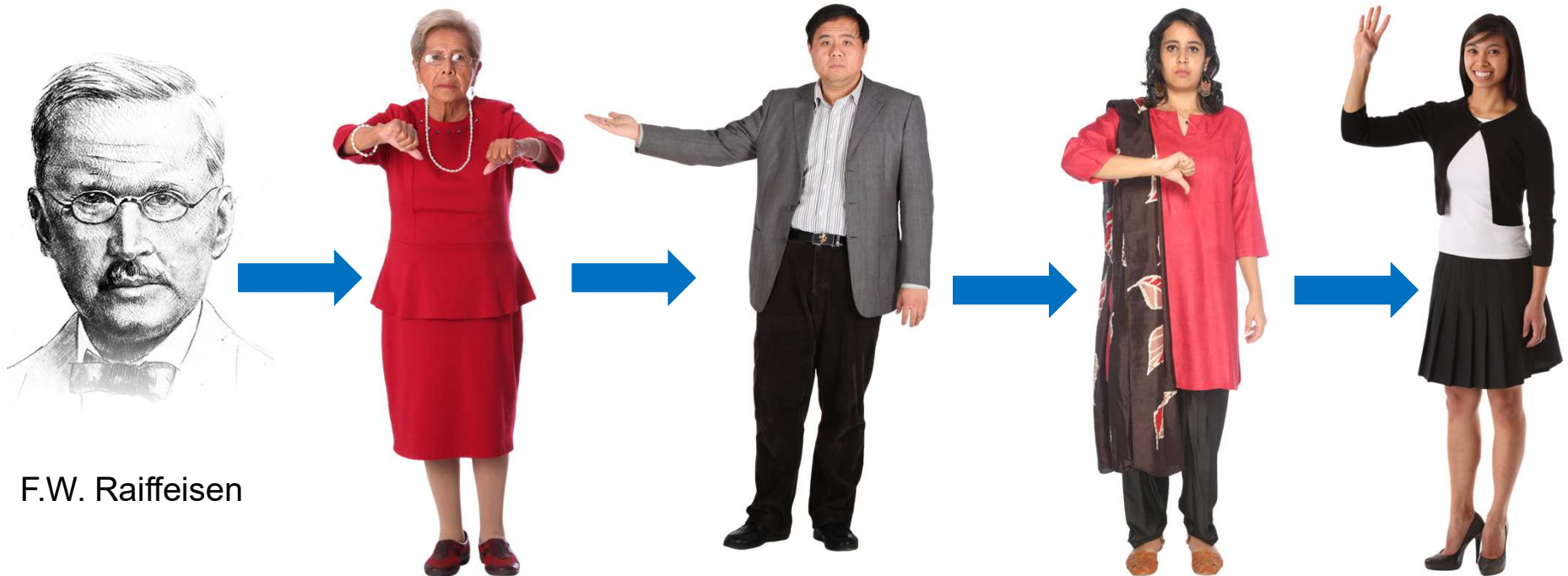


Dilemma ..

Have the leaders, and staff of credit unions had the clarity of the common interest of serving the credit union/cooperative?

INTANGIBLE CULTURAL HERITAGE OF HUMANITY

HAVE WE CONTINUED THE LINEAGE?



F.W. Raiffeisen



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HIGH ROAD LEADERS: VALUE ALL PEOPLE

How?

- Embrace the value of all people
- Believe in the potential of all people





3

HIGH ROAD LEADERS: **ACKNOWLEDGE YOUR HUMANNESS**

- See yourself
- Care for yourself
- Forgive yourself
- Laugh at yourself
- Believe in yourself



HIGH ROAD LEADERS:

DO THE RIGHT THINGS FOR THE RIGHT REASONS

Pathway . . .

GOOD MOTIVES

**Your motives color
your leadership more
than anything else.**



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RIGHT VALUES HELP YOU STOP MAKING WRONG CHOICES.

Stop

chasing
what is
easy

Stop

chasing
applause

Stop

insisting
you are
right

Stop

paying lip
service

Stop

placing
blame on
others



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HIGH ROAD LEADERS: GIVE MORE THAN YOU TAKE

- Open-Hearted Generosity: *I desire to add value to others.*
- Open-Minded Generosity: *I think the best for others.*
- Open-Handed Generosity: *I give freely and often to others.*



WHAT CAN WE GIVE?



- Talent
- Time
- Opportunities
- Connections
- Experiences



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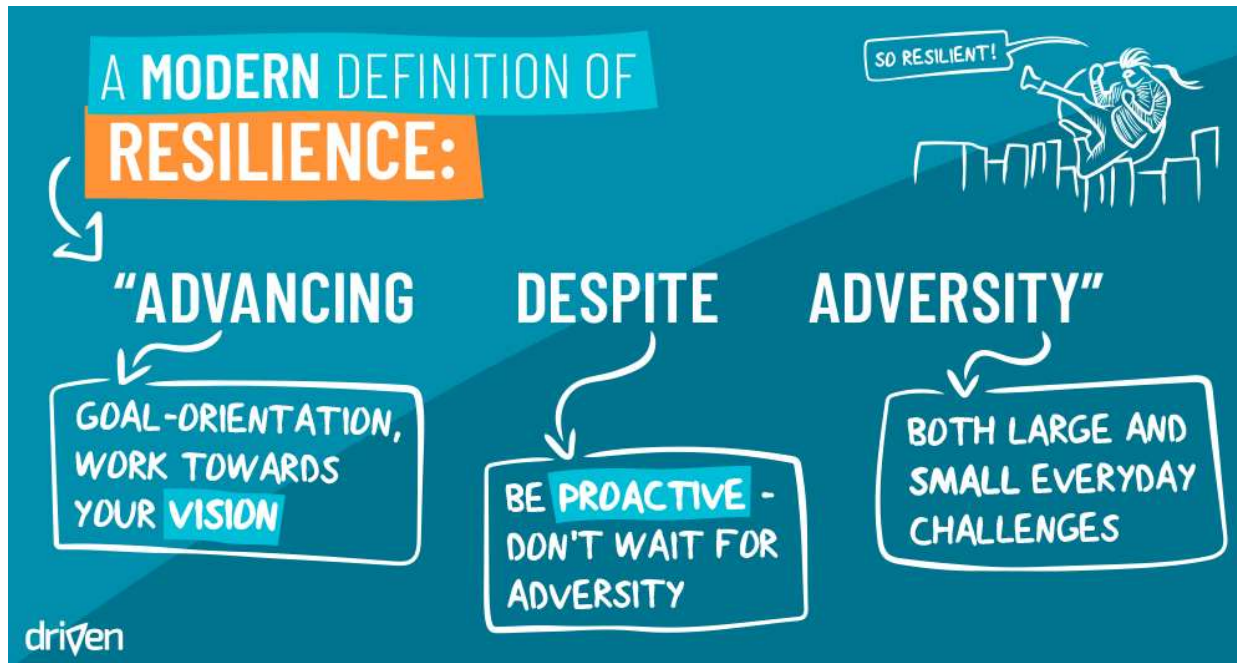
I CAN'T GIVE WHAT
YOU DON'T HAVE,
SO

- I needed to grow
 - I needed to apply and practice what I've been learning
 - I needed to share what I've been learning to help others
 - I needed to continue growing for the sake of others
-

We cannot give to the
outside what we don't
have on the inside. This
is very important.

-Mother Teresa





HIGH ROAD
LEADERS:
**DEVELOP
EMOTIONAL
CAPACITY**

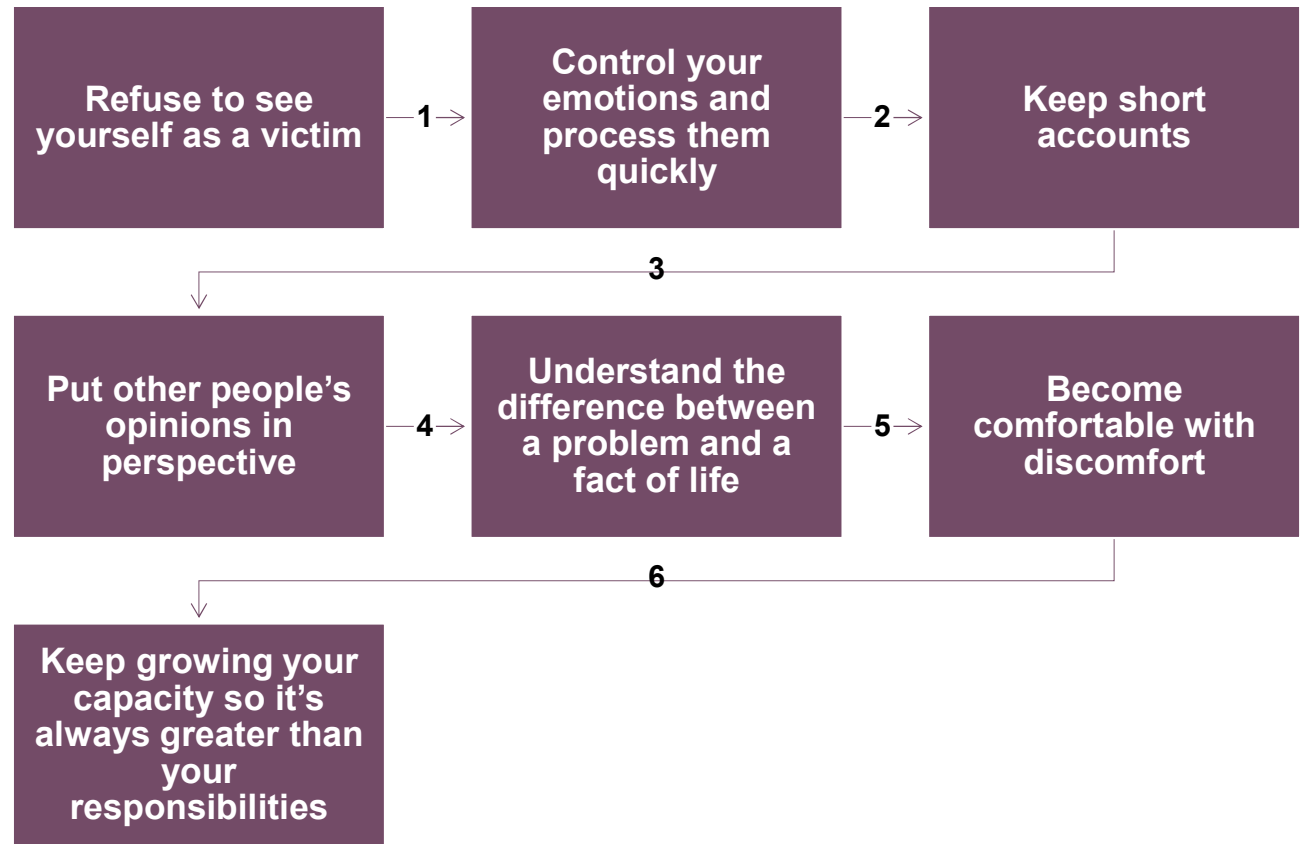
Pathway is
RESILIENCE



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HOW TO INCREASE YOUR EMOTIONAL CAPACITY?



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HIGH ROAD
LEADERS:
**PLACE PEOPLE
ABOVE YOUR
OWN AGENDA**

The pathway is
SERVING



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HOW TO PUT PEOPLE FIRST?

1

Develop
empathy
intentionally

2

Be available
for people daily

3

Check your
agenda
repeatedly

4

Create win-win
outcomes
continually



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HIGH ROAD LEADERS:
EMBRACE AUTHENTICITY

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Pathway:
OPENESS

HOW CAN YOU PRACTICE OPENNESS IN YOUR LEADERSHIP?



I will listen without defensiveness and welcoming perspectives different from my own.



I will be transparent about my intentions and communicate honestly, even when the conversation is uncomfortable.



I will ask for feedback and receive it with humility, not ego.



I will share my thoughts clearly and respectfully, so others understand where I stand and why.



I will slow down, stay curious, and choose understanding over assumptions.



I will let people see the real me — not the polished version, but the authentic one.

**HIGH ROAD
LEADERS:
TAKE
ACCOUNTABILITY
FOR YOUR ACTIONS**

Pathway is COURAGE

EXAMPLES

**We will keep
our word**

**We will be on
time**

**We will make
things right**

**We will seek
truth**

**We will be
mature**

**We will
celebrate
others**

**We will not
make
excuses**

**We will look
out for
others**

**Will accept
consequences**



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Pathway is **PERSPECTIVE**

HIGH ROAD
LEADERS:

**LIVE BY THE
BIGGER
PICTURE**



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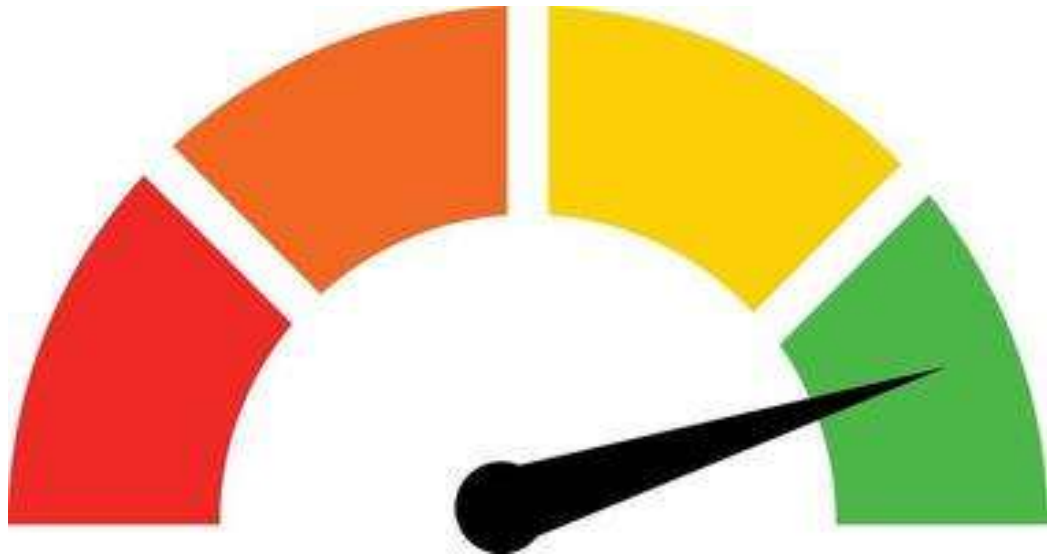


HOW YOU VIEW THINGS IS HOW YOU DO THINGS.

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HIGH ROAD LEADERS: **DON'T KEEP SCORE**

Pathway to
not keeping
score is
GRACE



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HOW NOT TO KEEP SCORE

- Keep track without keeping score
- Forgive everyone – because everyone needs forgiveness
- Practice the platinum rule

Golden Rule versus Platinum Rule	
Golden Rule	Platinum Rule
Treat people the way YOU want to be treated	Treat people the way THEY want to be treated

Rosetta Eun Ryong Lee (<http://tiny.cc/rosettalee>)



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HIGH ROAD
LEADERS:
**DESIRE THE BEST
FOR OTHERS**

Pathway -
INTENTIONALITY



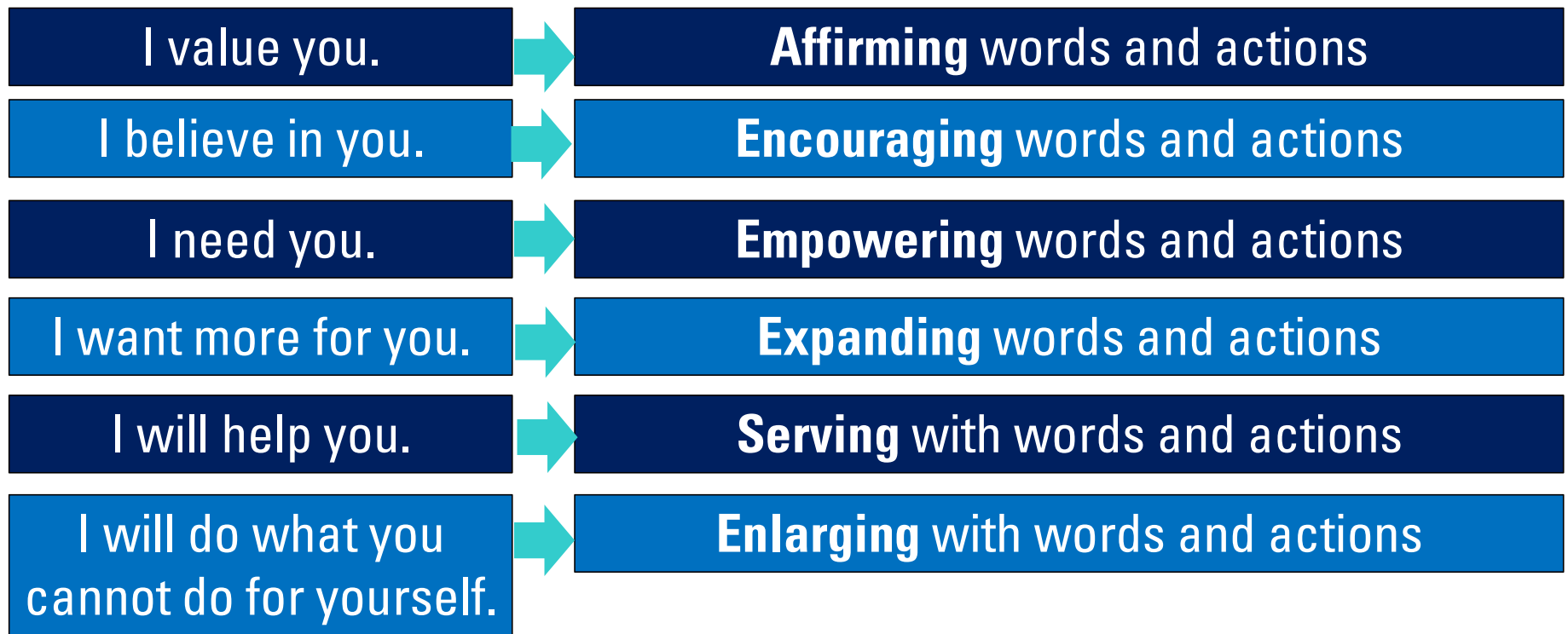
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INTENTIONALITY

Live on Purpose!



WORDS AND ACTIONS HIGH ROAD LEADERS



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HOW CAN WE BE A PEOPLE PERSON?



Personal
discipline



Integrity



Authenticity



Health in all
areas of life



Emotional
intelligence



Sense of
purpose



Humility



Unconditional
love



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HIGH ROAD LEADERS

Brought people
together

Valued everyone

Acknowledge their
humanness

Done the right
things for the right
reasons

Given more than
they're taken

Demonstrated
emotional capacity

Placed people
above their own
agenda

Embraced
authenticity

Taken
accountability for
their actions

Lived by the bigger
picture

Avoided keeping
score

Desired the best for
others



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“One way I will take with the High Road in my role is by..”

BE LIKE A TREE



Thank you! 



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