

# Hope-Based Leadership

National Conference of Bar Presidents

2023 Mid-Year Meeting

Opening Plenary: February 3, 2023

**Lee Ann Wheelis Lockridge**

Interim Dean & Professor of Law

Louisiana State University Law Center

**LSU Law**

# Hope (verb, noun)

(1) (*intr. verb*) to wish for something with expectation of its fulfillment.

(2) (*tr. verb*) to look forward to with confidence or expectation;

(3) (*tr. verb*) to expect and desire

(1) (*noun*) A wish or desire accompanied by confident expectation of its fulfillment

(2) (*noun*) something that is hoped for or desired

# Leadership (noun)

- (1) the position or office of a leader
- (2) the capacity or ability to lead

# Leader (noun)

- (1) one that leads or guides
- (2) one in charge or in command of others
- (3) (a) the head of a political party or organization; (b) one who has influence or power, esp. of a political nature
- (4) [*deals with conductors of and lead performers in musical groups*]
- (5-12) [*non-human "leader" definitions*]

# Lead (verb)

- (1) (*tr.*) to show the way by going in advance
- (2) (*tr.*) to guide or direct in a course
- (3) (*tr.*) to guide the action or opinion of
- (4) (*tr.*) to direct the performance or activities of
- (5) ...
- (6) (*intr.*) to act as commander, director, or guide
- (7) (*intr.*) to tend toward a certain goal or result

# Leadership

- (1) the position or office of a leader
- (2) the capacity or ability to lead

# Leadership, expanded

- (1) the position or office of one who guides in a course, shows the way to a goal, has influence in setting or reaching a goal
- (2) the capacity or ability to show the way, to guide in a course or toward a goal or result

# Hope-Based Leadership

# Hope—Positive Psychology

A positive cognitive state based on a sense of successful goal-directed determination plus the needed planning to meet the goals. Includes:

- Goal thinking
- Pathway thinking
- Agency thinking

Snyder, et al., (1991) The will and the ways: Development and validation of an individual-differences measure of hope, *Journal of personality and Social Psychology*, 60, 570-585.

# Hope-Based Leaders:

- 1) Set ambitious, inclusive, realistic goals.
- 2) Operate with positive expectation—for individuals, the organization, and yourself.
- 3) Imbed change in the goals—try new paths.
- 4) Learn from failure rather than ignoring it.
- 5) Build a natural following by following through—always.

# Goal Setting

- 1) Set ambitious, inclusive, realistic goals.
  - a) Ask what the future state “ought to be.” (Be ambitious and positive.)
  - b) Ensure others in the organization can play a role.
  - c) Focus on the real world. (Be ambitious without being unrealistic. Don’t knowingly seek failure.)

# Positive Expectation

- 2) Operate with positive expectation—for individuals, the organization, and yourself.
  - a) Use character and persuasion, not bluster and wrath.
  - b) Make sure you believe. (Does the goal propel you, too?)
  - c) Move toward goals with joy without allowing the goals to BE the joy.

# Change & Influence

- 3) Imbed change in the goals—try new paths.
  - a) Look ahead for change coming—without expecting clarity
  - b) Consider how to influence others to embrace necessary change (to buy in).
  - c) Look for how new paths can invigorate rather than threaten the organization and its constituents.

# Managing Failure

- 4) Learn from failure rather than ignoring it.
  - a) Cope with failure—neither seek it nor disregard it.  
("Embrace failure" seems slightly off-key.)
  - b) Work to help others manage and learn from failure but not remain mired in its memory—find their new hope!

# Follow-through

5) Build a natural following by following through—always.

# Recap—Hope-Based Leaders:

- 1) Set ambitious, inclusive, realistic goals.
- 2) Operate with positive expectation—for individuals, the organization, and yourself.
- 3) Imbed change in the goals—try new paths.
- 4) Learn from failure rather than ignoring it.
- 5) Build a natural following by following through—always.

# Hope-Based Leadership

National Conference of Bar Presidents

2023 Mid-Year Meeting

Opening Plenary: February 3, 2023

**Lee Ann Wheelis Lockridge**

Interim Dean & Professor of Law

Louisiana State University Law Center

**LSU Law**