

# Leadership

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FOR TEAMS, MANAGERS OR LEADERS

Leadership is the set of skills with which to lead people in order to achieve an objective

A leader is a person whom other people follow (voluntarily) or whom they elect because they trust that the leader will be able to achieve an objective (or the solution of a problem) which requires the contribution from a group of people.

## A Person Without Followers Is Not A Leader

Leadership is the set of skills that make people trust in the leader. Superiors, bosses or managers are leaders if people would follow them because they see the skills and trust in the abilities of their leaders and not because of their hierarchical power.

## Leadership Skills

- Leaders build trust environments, provide orientation and a feeling of belonging. They offer meaning.
  - Leaders have sufficient and believable expertise & competence in the area in which they lead and take decisions.
  - Leaders take swift and timely decisions and base them on consultations, reasonings, and not on emotions.
  - Leaders have a high level of energy. They motivate, push and direct people through difficult situations.
  - Leaders are good in resourcing and organization, and allocate people to work sensibly. They put the team first.
- can be trained and measured**
  - Leaders do not waste the team resources. They target effectiveness and efficiency.
  - Leaders are openminded and listen. They think conceptually and critically and seek for the best solution.
  - Leaders communicate and explain and make reasonings transparent.
  - Leaders have social, emotional and team skills. They are good in conflict resolution, negotiation & compromise.
  - Leaders display a trustworthy and authentic personality. They are positive, recognizing, and appreciative. They lead by example and do not pursue their own advantage at the expense of the team.