

Leadership

concept cards[©]

FOR TEAMS, MANAGERS OR LEADERS



Leadership is the set of behaviors with which to direct a group of wanting people to achieve difficult objectives.

Based on this set of behaviors, a leader is a person whom people of a group expect and trust to direct them towards achieving a difficult objective. A good leader would be elected or selected again by the group.

A Person Without Companions Is Not A Leader

Leadership skills can be trained & measured.

Superiors, bosses or managers are leaders only if people would accompany them freely and not because of their hierarchical power.

Expectations towards a leader

- Give orientation, meaning & direction
- Protect and provide feel of belonging
- Courage to take (personal) risks
- Keep together (physically & emotionally)
- Build systems, conditions & possibilities
- Organise sensibly & not waste resources
- Allocate tasks effectively
- Decide rationally, swiftly and timely
- Clarify, communicate & explain
- Resolve conflicts and reach compromises
- Seek and take no personal advantage

Election or selection criteria

- Necessary competences & skills
- Emotional intelligence & empathy
- Justified self-confidence
- Work-ethics, morale, drive, fairness



Success Factors

- Act according to given responsibility
- Build trust environments
- Seek open-mindedly for best solutions
- Put the group before the individual
- Treat equally and fairly
- Praise without extrinsic incentivization

Means

- Distribute decision authority
- Encourage self-management
- Listen, support, reason, coach & develop
- Consultations & idea generations
- Group learning & knowledge sharing
- Push, motivation & negotiation