

Looking for Leaders



What Leaders?

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Looking for Leaders?

Scoring:

- 1 = No
- 3 = Don't know
- 5 = Yes

1. Do you always visualize the big picture— how your role relates to your organization, your industry and the world?

2. Are you prepared, right now, to abandon all preconceptions and quickly change your company's direction?

3. Do you create a personal connection with others that leads to mutual respect and inspires change?

4. Can you always communicate in a way that causes your peers to question ideas that they have never questioned before?

What is your score?

If you scored 20 you have mastered
the fundamentals of leadership.
Keep it up!



What Leader?

- * Communicator?
- * Motivator?
- * Anticipator?
- * Tenacious?
- * Consistent?

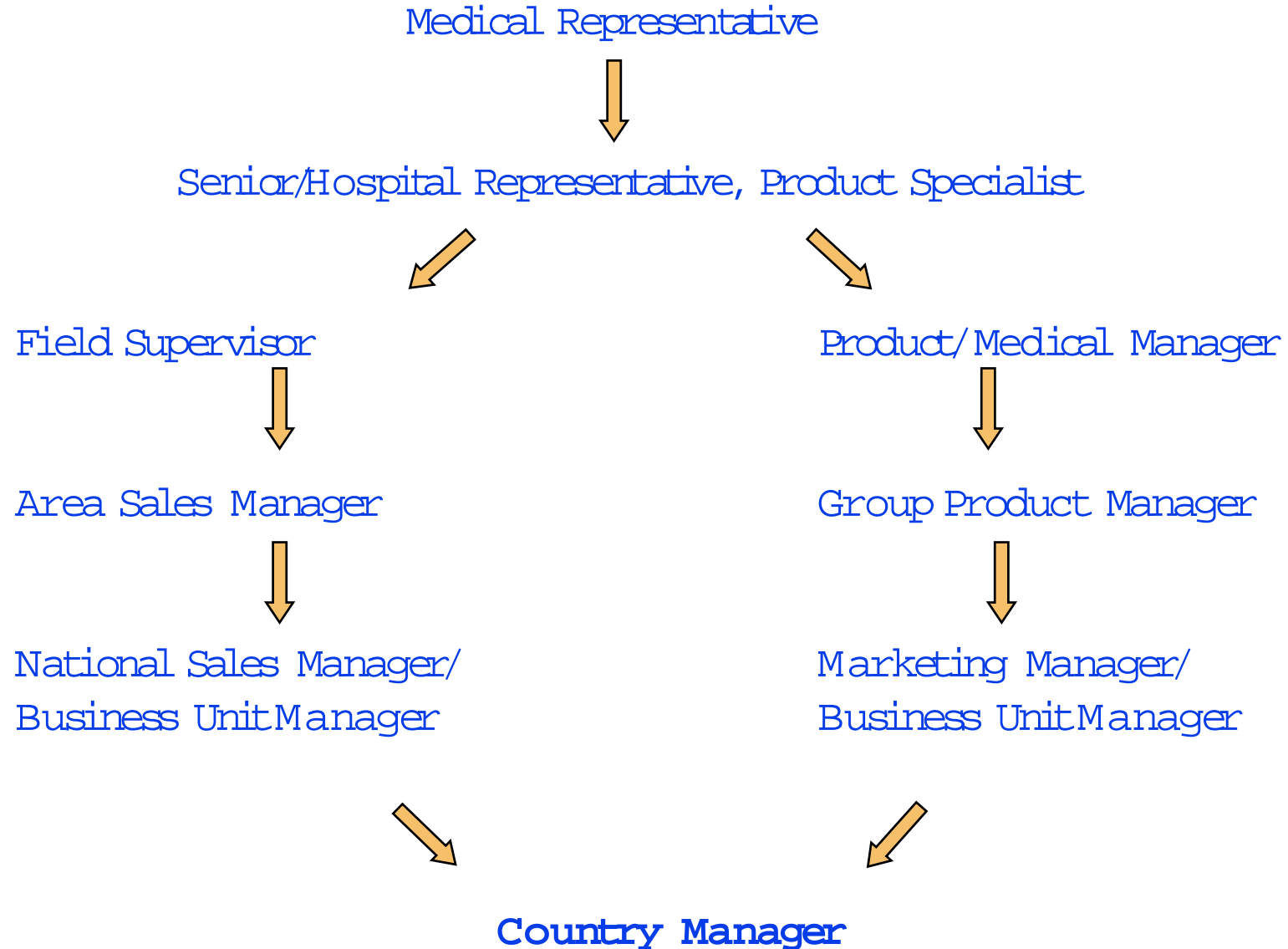
- * "A Manager of Change" ?



Leadership Skills in Today's Challenging Environment

Development Pathway

p



Investing in Competence : Leadership ...

- * Can no longer be the preserve of "*the man*" at the top.
- * Is synonymous with effective and sustained performance at all levels.

Everyone ... a Leader ?

Why is leadership no longer the preserve of the man at the top?

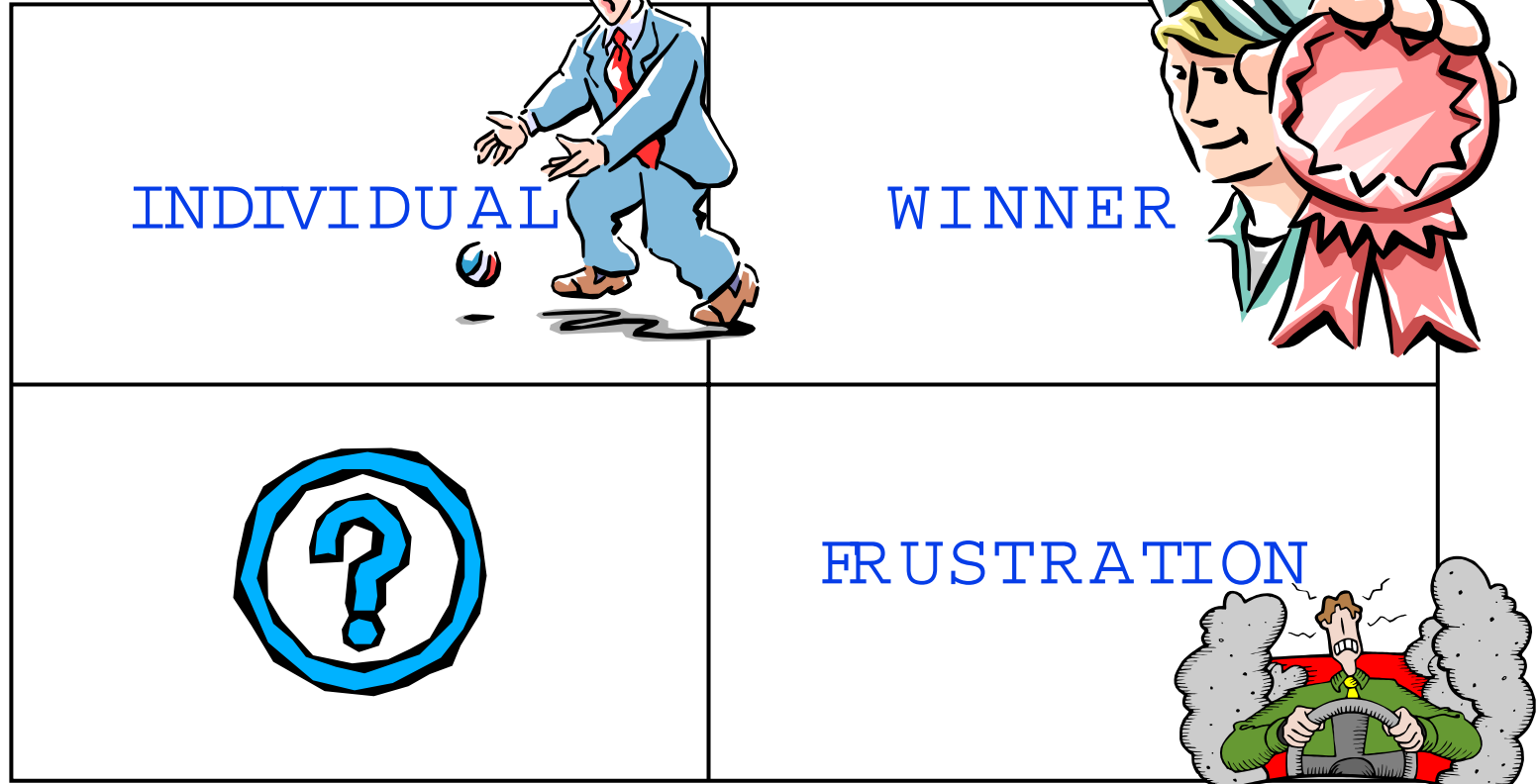
- * Flattening of hierarchies, access to information, need to co-ordinate
- * Multi-functional flexible teams
- * Vehicle for quality, speed, flexibility
- * Retaining competence – opportunity to excel

Leadership

“The ability to ***enable*** people to ***create*** and ***sustain*** extraordinary performance to the short and long term benefit of themselves, the organization and the shareholders.”

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Personal satisfaction and professional growth



Value to consumer, customer and organization

Competency: *Leadership of*

1. ... teams.	a. Inspires teams to support business direction b. develops team capability.
2. ... individuals	a. Inspires collaborators b. Sets high standards of performance c. Holds collaborators accountable for achieving them d. Builds skills and capabilities of collaborators

3. Team Commitment

- a. Works co-operatively as a member of a team
- b. Is committed to the overall team objectives rather than own interests.

The Leadership Context:

FROM



TO

Predictable career path

Multi-skilling, diverse careers

Selection via: qualification

competencies

Upward accountability
(to boss)

Accountability: influence upwards

- : Peers
- : Collaborators
- : Family
- : Society

Reactive

- a. Cope with change
- b. Technical job-related
- c. Material focus
- d. External customer

Proactive

- Initiate change
- Leadership competence
- Human focus
- Staff as customers

e. Linear thinking:
"cause/effect"

Systems thinking:
interdependence

f. Win/lose power

Win/win partnership

g. HR departments

Line managers HR

h. Management

Leadership and management

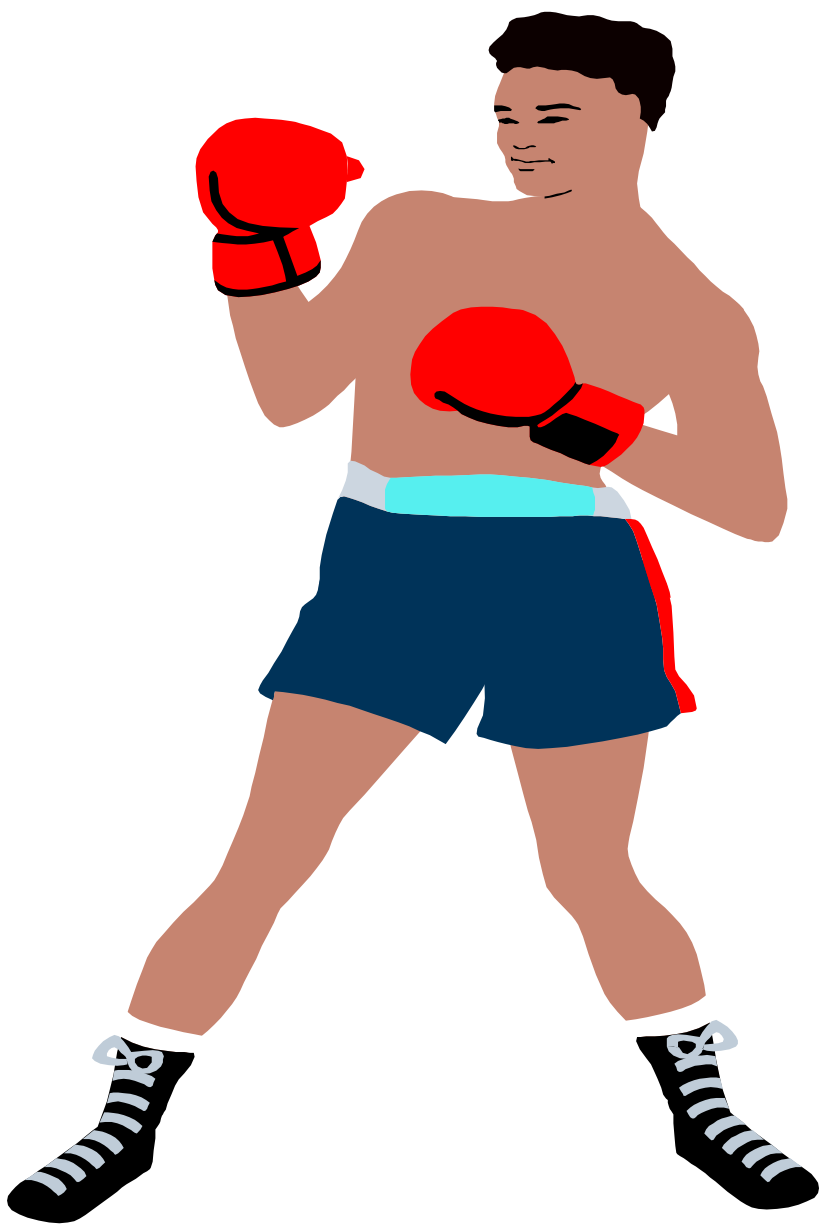


The Aftershocks: (Short term)

- 1- Fear and anxiety
- 2- Difficulty sleeping
- 3- Inability to concentrate
- 4- Irritability
- 5- Nervousness at sudden noises

Results of the shock (long term)

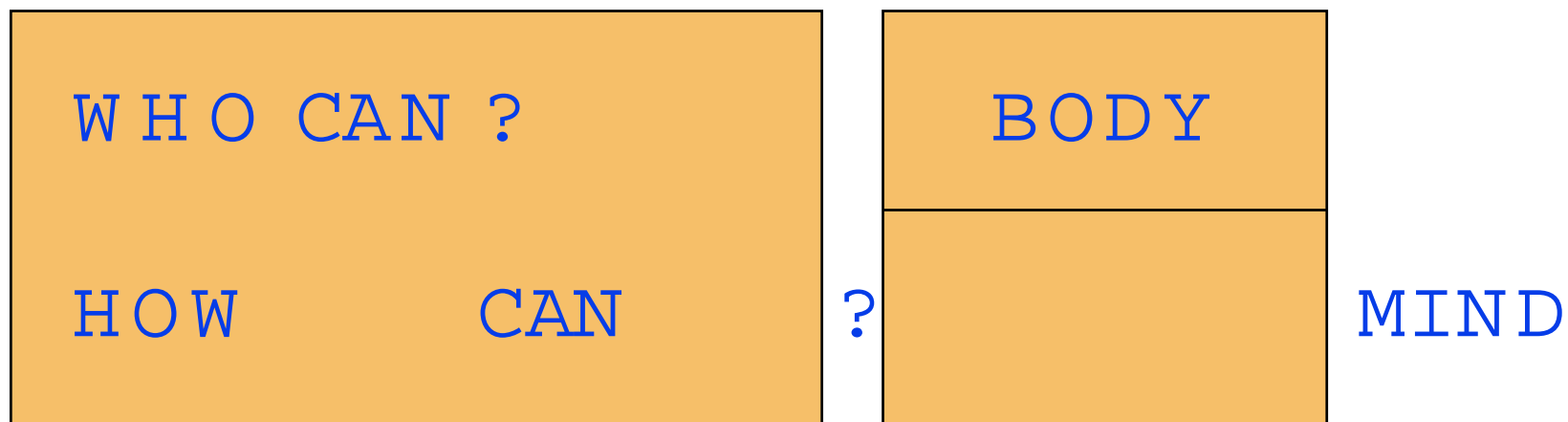
1. Reduced productivity
2. Increased health care cost
3. Poor decisions
4. Slow reactions
5. Anger



*" The WILL must be stronger
than the SKILL"*

Mohamed Ali

2 Questions



MIND

=> Flexible

=> Learn quickly

=> Ability to focus

=> Tenacious

BODY
=> Relaxation
=> Health
=> Nutrition
=> Physical exercise

How to cope?

- 1- Talk with family friends about your feelings of fear, anger ...
- 2- Return gradually to as many routine activities as possible
- 3- Check your comfort zone



Comfort Zone

The area in which we operate, where we feel

Comfortable

outside of which we begin feeling uneasy

Self-talk

Changing perceptions

“ I can ... I will ... ”

“ I am not a failure if I don't make it ”

“ I am a success because I tried ”



“ I have a dream ”



Allow yourself the thought of a dream



Create positive moments



Create positive environment



Refuse to accept negativism

Factors of Success

- Show Commitment
- Consider responsibility as positive not something to avoid
- Take initiative to remove barriers
- Add value to what you do
- Remember: People's Skills

- Upgrade your knowledge:
Develop
- Show willingness and ability to change
- Make the best of any situation
- Energize yourself and your environment

SOFT BALL

v/s

HARD BALL

Adopt a

SOFT BALL attitude

for a **HARD** perceived task

