



What is Leadership:

(Ask the group to write a one sentence definition of leadership)

Everyone defines leadership differently, but I really like the way John C. Maxwell defines leadership. "A leader is one who knows the way, goes the way and shows the way."

Good qualities for a leader. (Ask for input)

Honesty and Integrity

The 34th President of the United States Dwight D. Eisenhower said, "The supreme quality of leadership is unquestionably integrity." Without it, no real success is possible, not matter whether it is on a section gang, a football field, and army, or in an office. Honesty and integrity are two important ingredients which make a good leader. How can you expect your followers to be honest when you lack these qualities yourself? Leaders succeed when they stick to their values and core beliefs and without ethics, this will not be possible.

Confidence

To be an effective leader, you should be confident enough to ensure that others follow your commands. If you are unsure about your own decisions and qualities, then your subordinates will never follow you. As a leader, you have to be oozing with confidence, show some swagger and assertiveness to gain the respect of your subordinates. This does not mean that you should be overconfident, but you should at least reflect the degree of confidence required to ensure that you followers trust you as a leader.

Inspiring

Probably the most difficult job for a leader is to persuade others to follow. It can only be possible if you inspire your followers by setting a good example. When the going gets tough, they look up to you and see how you react to the situation. If you handle it well, they will follow you. As a leader you should think positively and this positive approach should be visible through your actions. Stay calm under pressure and keep the motivation level up. As John Quincy Adams put it, "If your actions inspire others to dream more, learn more, do more, and become more, you are a leader." If you are successful in inspiring your team, you can easily overcome any current and future challenge.

Commitment and Passion

Your teams look up to you and if you want them to give their all, you have to be passionate. When your teammates see you get your hands dirty, they will also give it their best shot. It will also help you to gain the respect of your subordinates and infuse new energy in your team members, which helps them perform better. If they feel that you are not fully committed or lacks passion, then it would be an uphill task for the leader to motivate your followers to achieve the goal.

Good Communicator

Until you clearly communicate your vision to your team and tell them the strategy to achieve the goal, it will be very difficult for you to get the results you want. Simply put, if you are unable to communicate your message effectively to your team, you can never be a good leader. A good communicator can be a good leader. Words have the power to motivate people and make them do the unthinkable. If you use them effectively, you can also achieve better results

Positive Attitude

Successful leaders create a positive and inspiring workplace. Know how to set the tone and bring an attitude that motivates their team. As such they are likeable, respected and strong willed.

Good Listener

For great leaders, the secret to success is attentive listening to the people you work with. Great leaders listen and respond to suggestions.

Open Minded

Don't be closed off to new ideas. A person who can look at the best lesson of the past and current while being open to the ideas of the future has the best opportunity to create success in themselves and their team. Being able to change with the times, flexible when needed and decisive when required is a rare thing today.

Has a vision

Great leaders are able to help their team members understand the big picture. A clear vision helps achieve goals, an idea of the future. A vision that is well defined helps you to focus and create a purpose that becomes your measurement for success.

Leading means having a vision and sharing it with others. Only when you get to inspire others, is it possible to share a common goal towards which to direct the effort and dedication of the entire team. What is your vision?

Motivating

The leader knows how to motivate better than anyone else; it is one of their main functions as people managers. Through motivation, the leader channels the energy and professional potential of their team, in order to achieve the objective.

Empathy

Leaders should develop empathy with the members of their team. Leaders with a dictatorial style neglect empathy altogether. Due to this they fail to make a closer connection with their team. Understanding the problems of team members and feeling their pain is the first step to becoming an effective leader.

Diplomatic

One of the most important jobs a leader has is ensuring that everybody is absolutely on the same page, and that the team works together towards a common goal despite cultural or political differences.

Enthusiastic

People can recognize insincere cheerleading. However, when a leader is enthusiastic and passionate, it is contagious.

Decision Maker

Along with having a vision, a leader should have the ability to make the right decision at the right time. A leader should think long and hard before making a decision but once the decision is made, stand by it. Leaders should consult those involved before making that decision. After all, they are the ones who will benefit or suffer from the decision.

Creative and Innovative

What separates a leader from a follower? Steve Jobs, the greatest visionary of our times, answers this question this way. "Innovation distinguishes between a leader and a follower." A leader must be creative and innovative. That is what makes you and your team stand out from the crowd. Think out of the box to come up with unique ideas and turn those ideas and goals into reality.

What does a good leader do?

1. Makes other feel safe to speak up.
2. Makes Decisions
3. Communicates Expectations
4. Challenges people to think
5. Are accountable to others
6. Leads by example
7. Rewards accomplishments
8. Provides Continuous Feedback
9. Uses Talent of Members
10. Asks questions and seeks counsel
11. Solves problems and avoids procrastination

12. Has Positive Energy and Attitude
13. Listens
14. Is Great Teacher
15. Invests in Relationships
16. Love the job

In the end, successful leaders are able to sustain their success because these 15 things ultimately allow them to increase the value of their organization's brand - while at the same minimize the operating risk profile. They serve as the enablers of talent, culture and results. (Glenn Llopis)

Styles of Leadership

- ▶ Authoritarian or Autocratic – exemplified when a leader dictates policies and procedures, decides what goals are to be achieved, and directs and controls all activities without any meaningful participation by the team. Such a leader has full control of the team.
- ▶ Participative or Democratic – a managerial style that invites input from the team on all or most decisions. The team is given pertinent information regarding issues and a majority vote determines the course of action.
- ▶ Delegative or Free Reign – leaders are hands on and allow group members to make the decisions. Researchers have found that this is generally the leadership style that leads to the lowest productivity among group members.

Who can be a leader? YOU - You're unique, don't be a follower be a leader.

How can we encourage our Pilot members to be a leader?