



Leadership





USAID
FROM THE AMERICAN PEOPLE

SARI / Energy





“When you boil it down, contemporary leadership seems to be a matter of aligning people towards common goals and empowering them to take the actions needed to reach them”

Fortune





Definition



Leadership is the ability to influence a group towards the achievement of a vision or a set of goals



Definition



- **John Kotter feels that management is about coping with complexity.**
 - Good management brings about order and consistency by drawing up formal plans, designing rigid organization structures, and monitoring results against the plans.
 - Leadership is about coping with change.
 - Leaders establish direction by developing a vision of the future; then they align people by communicating this vision and inspiring them to overcome hurdles.



Are Leaders Born Or Made



- No conclusive answer to this
- Studies conducted show results in favour of either of the theories



Types of Leaders



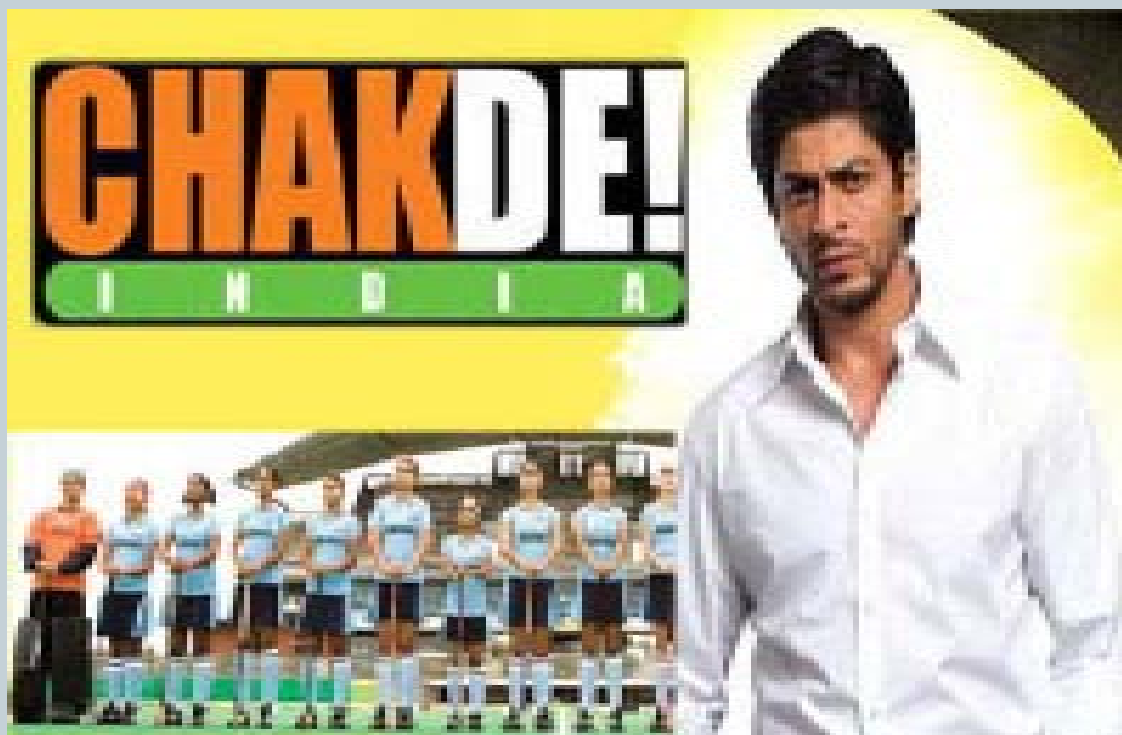
- Charismatic Leaders
- Transformational Leaders
- Visionary Leaders



Narayana Murthy - InfoSys



Transformational Leadership





Leadership Theories



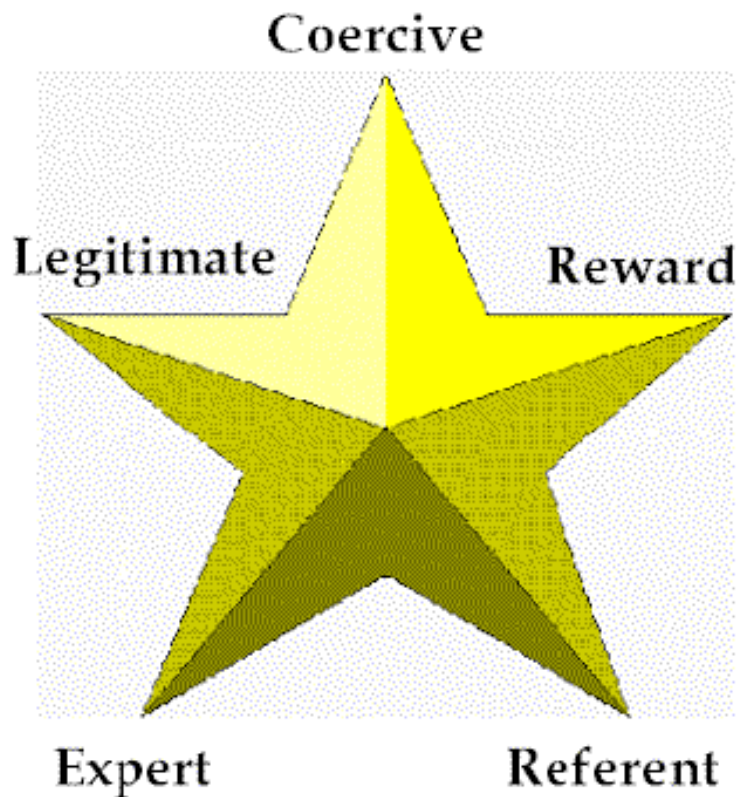
- Some personality traits may lead people naturally into leadership roles. This is the **Trait Theory**.
- A crisis or important event may cause a person to rise to the occasion, which brings out extraordinary leadership qualities in an ordinary person. This is the **Great Events Theory**.
- People can choose to become leaders.
- People can learn leadership skills. This is the **Transformational Leadership Theory**. It is the most widely accepted Theory.



Five types of Power



Points of Power





Competencies



Emotional Intelligence - Gives the Ability to Adapt to circumstances as needed

- Self Monitoring**
- Makes Leader strong in situations**



Traits



Traits are distinguishing qualities or characteristics of a person, while character is the sum total of these traits.

There are hundreds of personality traits, far too many to be discussed here. Instead, we will focus on a few important ones for the leaders.

The more of these you display as a leader, the more your followers will believe and trust in you.



LEADERSHIP TRAITS



- **Honesty** - Display sincerity, integrity, and candor in all your actions. Deceptive behavior will not inspire trust.
- **Competent** - Your actions should be based on reason and moral principles. Do not make decisions based on childlike emotional desires or feelings.



Leadership Traits



- **Forward-looking** - Set goals and have a vision of the future. The vision must be owned throughout the organization. Effective leaders envision what they want and how to get it. They habitually pick priorities stemming from their basic values.
- **Inspiring** - Display confidence in all that you do. By showing endurance in mental, physical, and spiritual stamina, you will inspire others to reach for new heights. Take charge when necessary.



Most valuable attributes in a Leader



- Ability to take decisions
- Leadership
- Integrity
- Enthusiasm
- Imagination
- Willingness to work hard
- Analytical ability



Most valuable attributes in a Leader



- Understanding of others
- Ability to spot opportunities
- Ability to meet unpleasant situations
- Ability to adapt quickly to change
- Willingness to take risks
- Enterprise
- Capacity to speak lucidly



Most valuable attributes in a Leader



- **Astuteness**
- **Ability to administer efficiently**
- **Open-mindedness**
- **Ability “ to stick to it”**
- **Willingness to work long hours**
- **Ambition**
- **Single-mindedness**
- **Capacity for lucid writing**



Most valuable attributes in a Leader



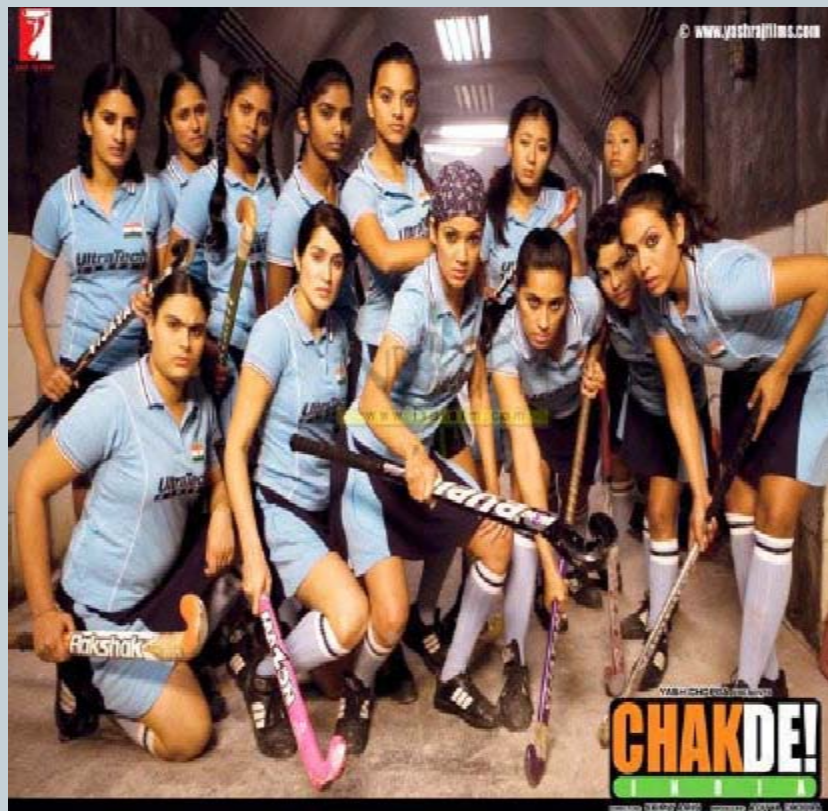
- **Curiosity**
- **Skill with numbers**
- **Capacity for abstract thought**

Distinct Nuances of a Leader



- Give direction
- Provide inspiration
- Build teams
- Be accepted

Set an example





Qualities of Leadership



- **Enthusiasm**
- **Integrity**
- **Toughness**
- **Fairness**
- **Warmth**
- **Humility**
- **Confidence(Not over confidence)**



Emotional Intelligence and Leadership Effectiveness



Great leaders demonstrate their EI by exhibiting all five of its key components:

- *Self-awareness*: Exhibited by self-confidence, realistic self-assessment, and a self-deprecating sense of humor
- *Self-management*: Exhibited by trustworthiness and integrity, comfort with ambiguity, and openness to change
- *Self-motivation*: Exhibited by a strong drive to achieve, optimism, and high organizational commitment
- *Empathy*: Exhibited by expertise in building and retaining talent, cross-cultural sensitivity, and service to clients and customers
- *Social skills*: Exhibited by the ability to lead change, persuasiveness, and expertise in building and leading teams



Quotes on Leadership



Thoughts worth thinking

- Courage is the quality that guarantees all others

Churchill

- Leadership is done from in front

Peter Young



THANK YOU