

LEADERSHIP

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What is Leadership?

- The art of getting someone else to do something you want done because he wants to do it.

(Dwight Eisenhower)

- Leadership is an art and the ability to:
 - Influence
 - Motivate
 - Inspire
 - Direct



Who is a leader?

- There is a leader in everybody;
- Leadership is a choice;
- Leadership is not necessarily a function of position;
- A soft skill.

Why do people follow?

- Because of the leader
- Because of the cause
- Because of their beliefs
- Because of their fears
- Because they have no choice

http://www.ted.com/talks/lang/en/derek_sivers_how_to_start_a_movement.html

Characteristics of leaders: exercise

- Form 3-4 groups
- Share a story about the best or most influential/ worst leader you have encountered.
- After each story, identify leadership characteristics by asking “What was it that made this person such an effective / ineffective leader?”



Characteristics of good leaders

- **Honesty**
 - Ethical and good integrity.
 - Inspire trust; trust himself / herself.
 - Know what they want to do and what they are willing to sacrifice to get there.
- **Looking forward**
 - Know where you want to go and have a vision of the future.
 - Have a clear message and tie it into others' hopes and dreams.
- **Inspirational**
 - Leaders need to be positive and excited about their vision.
- **Competency**
 - Getting things done.
 - Keep the promise.

Successful leaders

- Cooperative
- Consistent
- Decisive
- Diplomatic
- Enthusiastic
- Ethical
- Flexible
- Assertive
- Gives credit
- Good listener
- Hopeful
- Helpful
- Honest
- Understanding situations
- Value difference
- Emotionally stable

Leadership versus Management

Leaders focus on:

- People
- Effectiveness
- Doing the right things
- Transformational
- See the horizon
- Empower
- Change
- Vision

Managers focus on:

- Things
- Efficiency
- Doing things right
- Transactional
- See the bottom line
- Control
- Status quo
- System

Leadership styles

- 3 widely-accepted styles
 - Participative (democratic)
 - Laissez - faire (delegative)
 - Autocratic
- Additional styles:
 - transformational leadership,
 - bureaucratic leadership,
 - relations-oriented leadership, etc
- Collaborative leadership



Leadership styles -AUTOCRATIC

Do what I say/ come with me

- Leader makes decisions without reference to anyone else
- High degree of dependency on the leader
- Can create de-motivation and alienation of staff
- May be valuable in some situations where decisions need to be made quickly and decisively
- *Can you give examples where such type of leadership could be useful? Examples of such leaders?*



Leadership styles - DEMOCRATIC

What do you think?

- Encourages decision making from different perspectives
- **Consultative:** process of consultation before decisions are taken;
- **Persuasive:** Leader takes decision and seeks to persuade others that the decision is correct
- Time consuming
- The leader should give the final decision



Leadership styles: Laissez-Faire

- **Let it be':**

- The leadership responsibilities are shared by all
- Could be very useful in businesses where creative ideas are important
- Could be highly motivational as people have control over their working life
- Could make coordination and decision-making time consuming and lacking overall direction
- Followers find difficult to cope with other styles
- Leaders find difficult to introduce serious follow up and supervision

- Whose your favorite leader and why?