

# Leadership Defined

**Presented By:**



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# Leadership Is

Any attempt to influence the behavior of an individual or group, regardless of the reason. (Paul Hersey and Ken Blanchard)

... an observable activity; can be described and traced back to an activity; involves willing collaboration between leaders and followers; and, is about our relationships with others. (Center for Leadership Studies, 2001)

Influencing people – by providing purpose, direction, and motivation - while operating to accomplish the mission and improving the organization. (US Army)

The process of influencing the activities of an individual or a group in efforts toward goal achievement in a given situation. (Leadership Studies Productions, Inc.)

# Management Is

A set of processes that can keep a complicated system of people and technology running smoothly. The most important aspects of management include planning, budgeting, organizing, staffing, controlling, and problem solving. (*Leading Change*, John P. Kotter. 1996)

Directing and controlling the activities of an organization. (Random House College Dictionary)

Working with and through individuals and groups to accomplish organizational goals. (Paul Hersey and Ken Blanchard)

The coordination and integration of all resources to accomplish specific results. (Webster's Dictionary)

# Leadership

Influencing behavior of others to accomplish some goal

# Management

Controlling and integrating resources to accomplish organizational goals

# Effectiveness

DOING THE RIGHT THING

# Efficiency

DOING THINGS RIGHT

# Leadership

Does right things

Develops people

Feeling

How you do it

Synthesis

Driven by goals

Vision of mission

Heart

Commitment

Inspiration

Passion for life

# Management

Does things right

Develops programs

Thinking

What you do

Analysis

Driven by constraints

View of mission

Head

Compliance

Involvement

Preserving life

# Thinking about HOW to think about development

**Competency**

**Skill**

**Skill**

**Behavior**

**Behavior**

**Behavior**

**Behavior**

# Leads (Competency)

## Skills:

Leads Others – Provide purpose, motivation, inspiration, enforce standards, balance task (content) and welfare of followers.

Extends Influence Beyond Chain of Command – Build trust outside of lines of authority. Understand sphere, means, and influence. Negotiate, build consensus, resolve conflict

Leads by Example - Display Character. Lead with confidence in adverse conditions. Demonstrate competence.

Communicates – Listen actively. State goals for action. Ensure shared understanding.

# Develops (Competency)

## Skills:

Creates a Positive Environment – Sets the conditions for positive climate. Build teamwork and cohesion. Encourage initiative. Demonstrate care for people.

Prepares Self – Be prepared for expected and unexpected challenges. Expand knowledge. Maintain self awareness.

Develops leaders – Assess developmental needs. Develop on the job. Support professional and personal growth. Help people learn. Counsel, coach and mentor. Build team skills and processes.

# Achieves (Competency)

## Skill:

Gets Results – Provide direction, guidance, and priorities.

Develop and execute plans. Accomplish tasks consistently.

# A Leader Is

Anyone who by virtue of assumed role or responsibility inspires and influences people to accomplish organizational goals. Leaders motivate people inside and outside the chain of command to pursue actions, focus thinking, and shape decisions for the greater good of the organization.