

# Leadership

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# Leadership

- Just because you've been appointed to a leadership role, does not mean that you *can* lead others successfully.
- Actions make a leader, not a job title.
- It is a skill, and therefore can be learned.
- But what do the experts say?



McKinsey states that there are 4 types of behaviour that account for 89% of effective leadership:

- being supportive
- operating with a strong orientation toward results
- seeking different perspectives
- solving problems effectively





*Dr Meredith Belbin*

Good leaders are individuals

Good leaders have to be adaptive

Good leaders have personal awareness

Good leaders are continual learners

Good leaders seek other opinions

Good leaders know how to speak to their subordinates as human beings

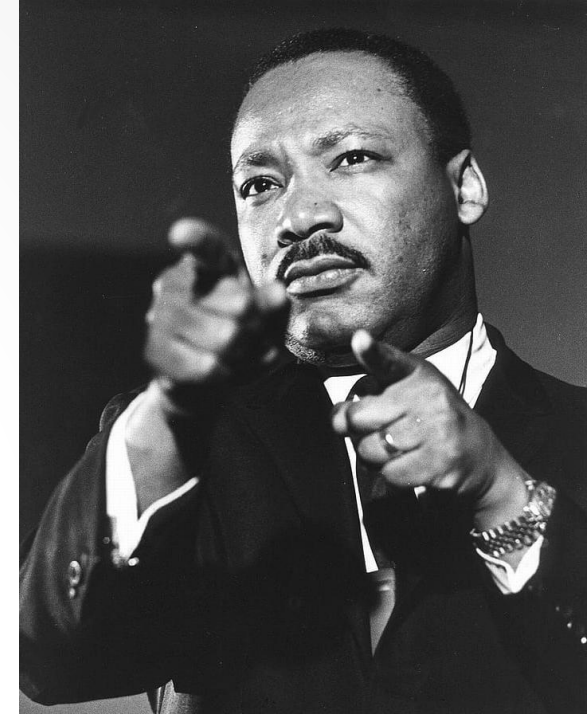


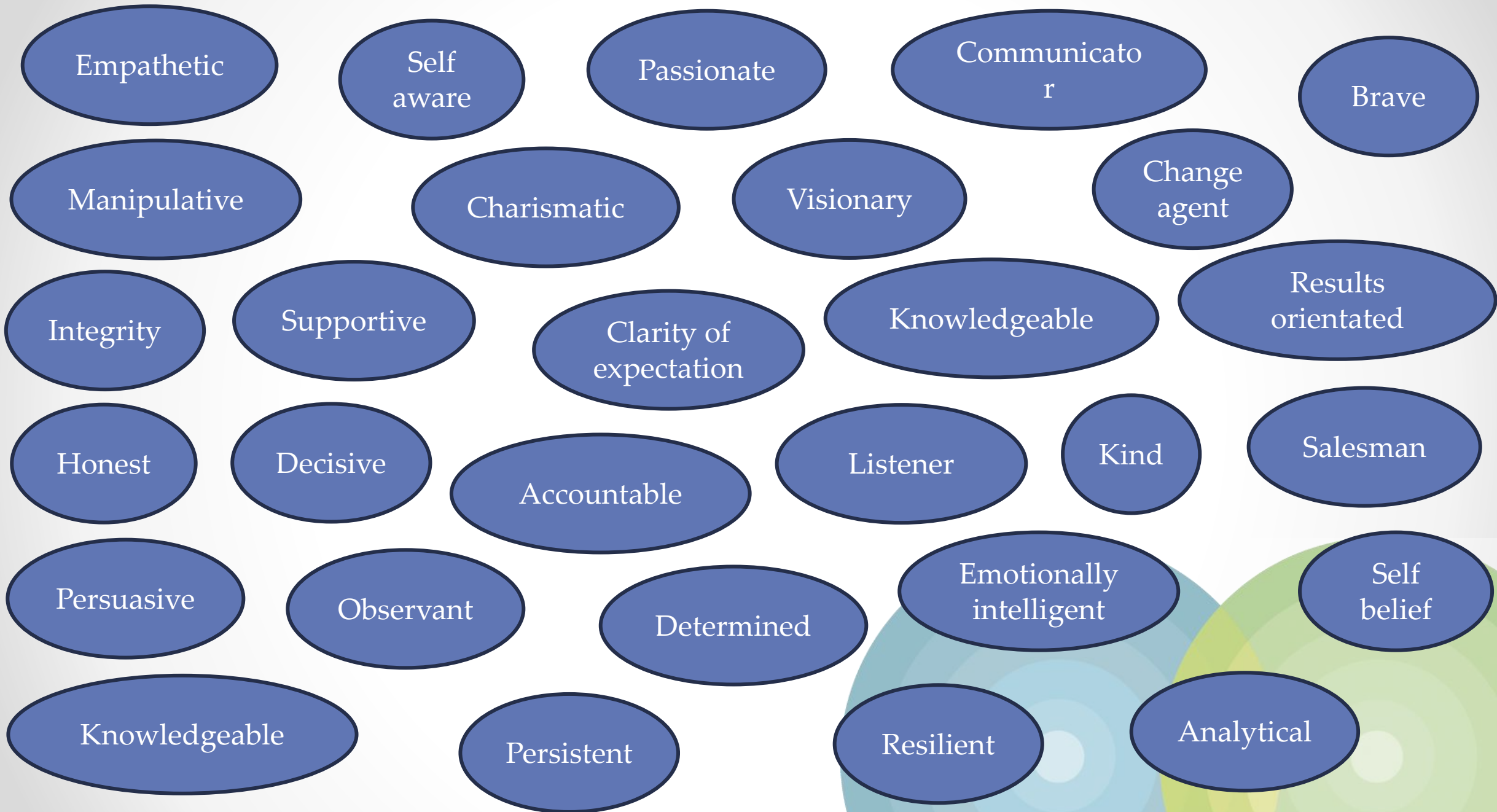


Think of a leader you admire  
and identify core strengths.....

What do you admire?

What characteristics do you  
want to emulate?





“

Individuals do not make good carbon copies of one another but only pale shadows whenever they attempt to imitate.

”

Meredith Belbin



# Who are you?

**Transformational:** have an ambitious vision and embody it. They bring passion and inspire others to believe in the vision and work towards it. Think of Churchill-*We will fight them on the beaches*. Elon Musk; Richard Branson

**Autocratic/Authoritarian:** Knows what they want and expects their team to meet those expectations. Sets goals and rules and decisions come from them (and often only them). Top-down leadership. Think of Elon Musk (again!!!) Donald Trump (of course, one of them had to go!)

**Servants:** Puts the company and others first. Constantly working for the greater good often at the expense of their own advancement. They want their staff to be happy and fulfilled. Think Martin Luther King





**Delegators/Laissez-faire:** Hands off management. Everyone gets to make decisions. Staff decisions and innovations are valued. Think of Google.

**Bureaucratic:** Orderly, rules, policy and procedures are central. There is a proscribed way to do everything, and accountability is key. Think of McDonalds

**Transactional:** reward and punishment. Employee of the month, bonus cultures. If you meet our goals in the way that we expect, you'll do ok. Think Alex Ferguson (and what happened to David Beckham)

**Charismatic:** Extreme confidence, great communication, storytellers, clear vision, risk takers, determined. Think Trump and Nelson Mandela.

# Advantages of self-awareness

You can change.

You can-and should-adapt for different situations

You can understand your impact

# Leadership in Residential Childcare

## SCIFF:

- Inspirational, confident, ambitious and influential in changing lives.
- High expectations of staff to change children's lives for the better.
- Can walk the walk and not just talk the talk.
- Know their skills, abilities and weaknesses.
- Know how to connect with others to get the best for their children.
- In reality, Ofsted is asking you to be a **Transformational Leader**



# Impact of good leadership in your company

Everyone knows what the company is there to do-they have a Vision

Everyone knows what their role is and how to do it

Increased, appropriate accountability

People feel more secure-Increased staff satisfaction

Better staff retention/consistency

Better outcomes for clients

Greater stakeholder satisfaction and trust

Repeat business