

# Leadership – part 1

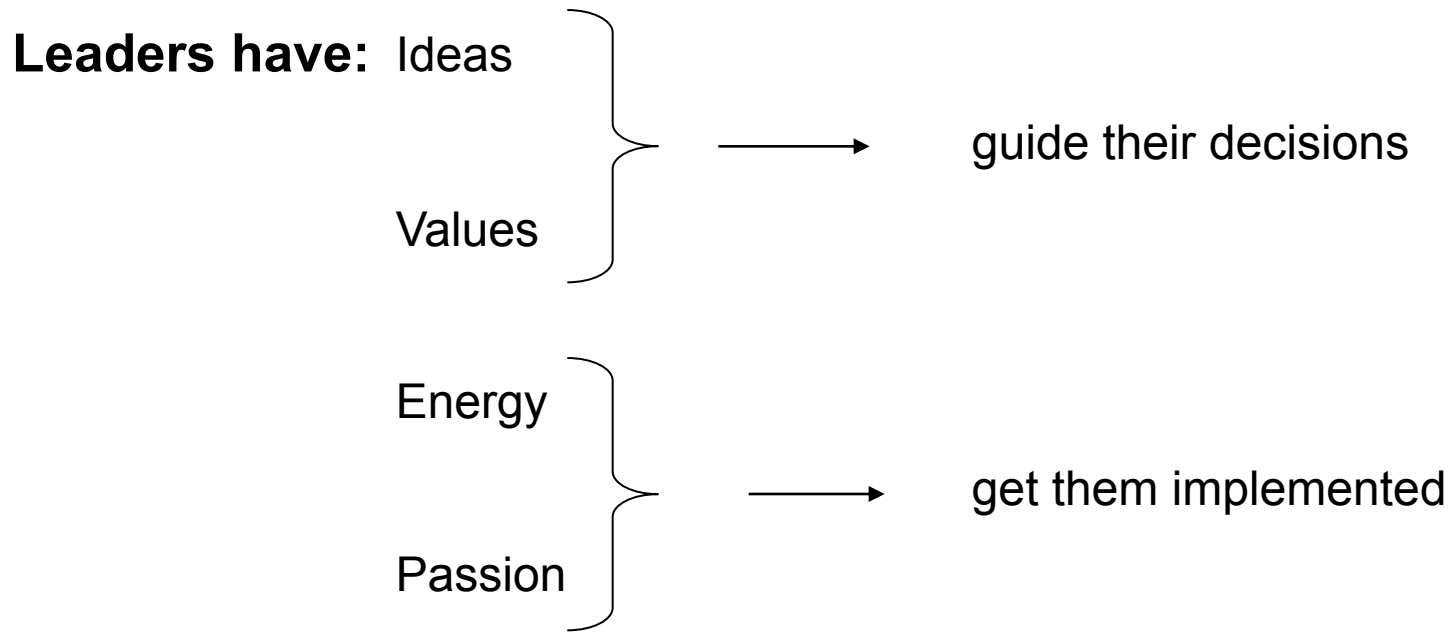
Content:

1. Role of leaders, role of leadership
2. Management or leadership?
3. Traditional conception of leadership
4. Modern conception of leadership
5. Tasks for students

# **1. Role of leaders, role of leadership**

- To define of visions
- To show the way, how to achieve visions
- To know and to do right things

# 1. Role of leaders, role of leadership



# 1. Role of leaders, role of leadership

-Leaders manage through times of change.

They determine direction.

They move organizations from where they are to where they need to be.

-Leaders make things happen, there must be continuous focus on the task till the work is done.

They shape the culture.

They use the management tools.

-Leaders are „revolutionaries “.

They face reality and mobilize appropriate responses. They encourage others to do the same.

# 1. Role of leaders, role of leadership

The context of leadership:

- commitment
- complexity
- credibility

**Trust** is the lubrication that makes it possible for organizations to work.

**Trust** is the glue that maintains organizational integrity.

# **1. Role of leaders, role of leadership**

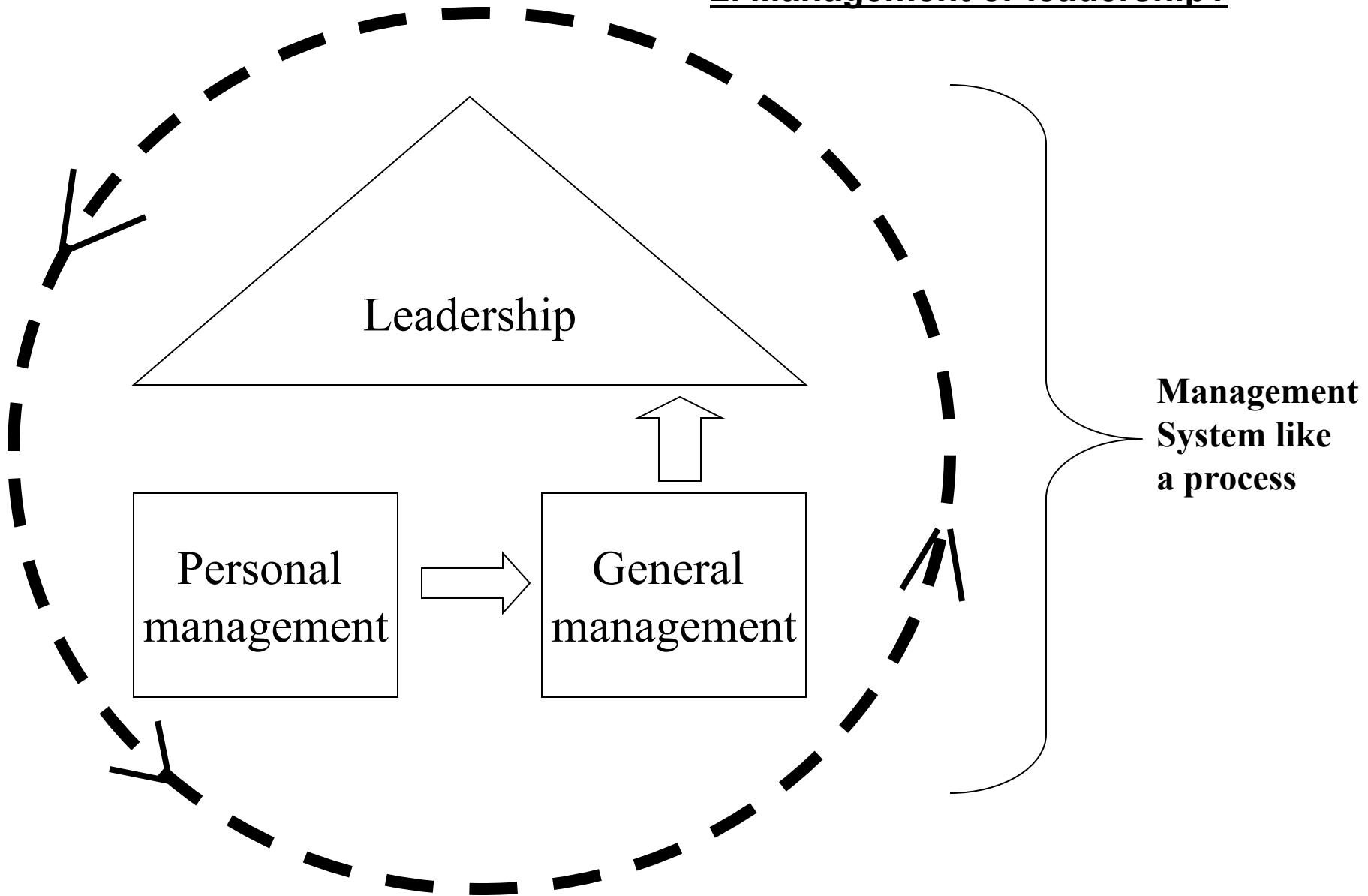
**Great leaders are great teachers.**

- They accomplish their goals through the people they teach.
- They teach others to be leaders, not followers.

**Winning leaders make teaching a personal priority.**

- They consider teaching one of their primary roles.
- They use every opportunity to learn and to teach.

## 2. Management or leadership?



## **2. Management or leadership?**

- Management is position
- Leadership is choice (decision)
- We need both - management and leadership
- Management and leadership are everywhere around us, we are living in this environment
- We need high quality leaders
- We are aware of the lack high quality leaders – challenge for us



# **3. Traditional conception of leadership**

- We perceive leadership in historical context only
- Leadership is shaped usually through public consensus
- Character of traditional conception of leadership is morally and ethically relative
- In constancy traditional conception of leadership

## **3.1. Leaders types by traditional conception of leadership**

- Leader like summary of characteristics
- Leader like holder of position or influence
- Leader like a product given context
- Leader like media product
- Leader like charismatic personality

# **4. Modern conception of leadership**

- Based on premises: „competence of leadership is attainable for everybody“
- The way to leadership – step by step attitude, to work out systematically

# **4.1. Key requirements on modern leadership**

- To have respect for natural law and principles in human society
- Strategical thinking
- Support of civilizing vision
- Globalization like opportunity, challenge
- Using „common sense“ in personal management
- Effective communication, listening, motivation
- Leadership from within

## **4.2. The 4 roles of leadership by S.R. Covey**

- Path finding
- Aligning
- Empowering
- Modeling

## **4.2. The 4 roles of leadership by S.R. Covey**

### **Path finding**

Questions:      -where are we going?  
                     -what is our purpose?  
                     -what is important to us?

The path finding role and ensures that your plans have integrity before you act.

You begin to explore your mission, values, vision, strategy and stakeholders needs.

## 4.2. The 4 roles of leadership by S.R. Covey

### **Aligning**

- Questions:
- do we use the right processes?
  - do we have the right people?
  - do we get the right information's?
  - do we make decisions in the right way?
  - do people receive the right rewards?

Creating a technically elegant system of work.

## **4.2. The 4 roles of leadership by S.R. Covey**

### **Empowering**

- Questions:
- how much responsibility and authority should people have?
  - how do you cultivate an environment where people can do their best and are committed?
  - who does what?
  - for what reasons?

Releasing the talent energy and contribution of people.



## **4.2. The 4 roles of leadership by S.R. Covey**

### **Modeling**

Questions:

- who would follow me?
- do I take responsibility?
- do I walk my talk?
- am I trustworthy?

Building trust with others, the heart of effective leadership.

## **4.3. Leader by W. Bennis**

- 3 pillars of leadership
  - Ambition
  - Competency
  - Integrity

## **4.4. Modern leadership conclusion**

- Is complex, based on „head and heart“
- Balance of using power (force) and sympathetic understanding
- Balance about responsibility and social consideration
- Effect of natural law and principles (7 habits Covey)

# **5. Tasks for students**

- 5.1. What is your opinion leadership like?
- 5.2. Why leadership introduces a pick of management system.