What is Leadership?

“Influencing people so that they will strive willingly towards the achievement of group goals” ¹

“Leadership is a process whereby an individual influences a group of individuals to achieve a common goal”.

Origin of Leadership

Are leaders born or made?

BOTH. Evidence that both inherent personality and environment are factors.

What kind of leader would you be?
Leaders are born / made

Mahatma Gandhi was identified himself with struggles and pains of people of India. His courageous leadership and ‘non-violent’ resistance led the nation to freedom.
How important is a leader?

- In most cases, people will perform at about 60% of their potential with **no leadership at all**.

- Thus, an **additional 40% can be realized** if effective leadership is available.
Leadership is a direct function of three elements of effectiveness

- Awareness
- Ability
- Commitment
Attributes of a Leader

- Effective leaders know what they want to do, and have strength of character to pursue objectives.
- The effective leaders establish achievable goals.
- They have a positive outlook on who they are, and they love what they do.
- Integrity; Honesty; Trust; Dedication; Risk; Charisma; Listening; Passion.
Components of Leadership

**Leadership**
- is a process
- involves influence
- occurs within a group context
- involves goal attainment

**Leaders**
- are not above followers
- are not better than followers
- rather, an interactive relationship with followers.
Leadership vs Management

- Leadership seeks improvement through change (disorder)
  Leaders: Do the right things.

- Management seeks stability & predictability (order)
  Managers: Do things right.
Leadership & Management
Kotler (1990)

Management Activities
- Planning & Budgeting
- Organizing & Staffing
- Controlling & Problem Solving

Leadership Activities
- Establishing direction
- Aligning people
- Motivating / Inspiring

Major activities of management & leadership are played out differently; But, both are essential for an organization to prosper.
Qualities of an effective leader

- Listen effectively
- Encourage teamwork and participation
- Empower team members
- Communicate effectively
- Emphasize long-term productivity
- Make sound and timely decisions
- Treat each person as an individual
- Know yourself and your team
- Protect your team
- Have vision, courage and commitment
Qualities of an effective leader

• Take control of your life
• Assume responsibility for who you are
• Convey a positive and dynamic attitude in everything you do
• Accept blame: learn from your own mistakes as well as those of others. Take blame for everything that happens in your unit
• Give credit wherever it is due
• Be compassionate when you review your team members' progress or lack thereof
Positive thinking helps with stress management and can even improve your health. Overcome negative self-talk by recognizing it and practicing with some examples provided.

Positive thinking enhances focus on your job and can help to reduce the chance of accidents.
Positive thinking means:

- Looking at the **negative and positive aspects of each situation**.
- Choosing to focus on the **positive**.
Positive thinking means:

Are you looking at the glass half full or half empty?
Positive thinking will help you see your problems differently
Tips to be more positive:

- **Smile and laugh as often as possible.**

- **Look for something positive when you encounter problems.**

- **Avoid complaining.**
Tips to be more positive:

- Be compassionate toward yourself and others.
- Be satisfied with what you have.
- Do things that you like regularly.
Tips to be more positive:

- Do physical activities regularly.
- Surround yourself with positive people.
Every day, you have a choice!

- **Positive thinking** is something you can develop over time...
REMEMBER!

- You owe it to yourself to **react positively!**
- You owe it to yourself to **work safely!**
- You owe it to yourself and your loved ones to **avoid injuries!**
THANK YOU