“Defining Leadership” – Themes and Notes

**Vision, Inspiration**
- Inspirational
- Bring people to a vision
- Long term vision with short-term, achievable goals
- Visionary
- Forward-thinking
- Cultivates engagement, creates buy-in
- Motivates and excites others
- Appreciation of diversity
- “Big picture”
- Working for greater good

**Management and Decision-Making**
- Cares about process and end result
- Informed
- “Enlightened delegation,” NOT micromanaging
- Ability to say “yes”
- Ability to say “no”
- Resists the empty exercise
- Healthy disrespect for authority

**Adaptability, Flexibility**
- Adaptable
- Nimble
- Responsive
- Accessible

**Communication**
- Good communication skills
- Good, intentional listener
- Communication both ways
- Articulate

**Other-Focus**
- Respect for others
- Compassion
- Positive
- Selfless; works to promote others, not self
- Succession planner
- Disciplined
- Believe in the person
- Makes people feel valued & important
- The people you lead are a key priority
- Credit is not a zero-sum game
- Win-win mentality
Team and Culture
• Understanding culture and environment of your organization
• Understanding of your employees’ jobs
• Team oriented
• Creates good organizational structure

Personal Characteristics
• Leads by example
• Unflappable
• High expectations
• Leads by example
• Sees through the eyes of others
• Sense of humor
• Trust, trustworthy
• Honesty
• Open-minded
• Not evil
• Transparency
• Humility
• Genuine
• Integrity
• Fairness
• Reflective
• Good self-awareness of strengths and weaknesses