

BULLET BACKGROUND PAPER

ON

LEADERSHIP VISION

PURPOSE

This paper outlines my own 'Leadership Vision', or what I believe a leader should do and embody in order to facilitate a team effectively.

CHARACTERISTICS AND ACTIONS

- Effective Communication

- One of the most important skills for a leader is communication. Without good or better communication skills, any attempt at leadership will end in failure.
- A good communicator listens much more than they talk. Encouraging subordinates to speak their mind and actually listening is one of the most important aspects of a leader's job.
- Expectations, goals, and deadlines must be laid out clearly. Ensure all team members understand what they are, and clarify until they do. This is the leader's express purpose.

- Confident

- A good leader must be unafraid to make big decisions. Without such confidence, second guessing will lead to instability.
- A leader needs to be strong and firm in policy to be an effective frontrunner. If there is too much weakness they will be flattened by opposition - either internally or externally.

- Accountable

- When consequences of decisions come around, a leader must accept responsibility, both for their own actions and for those made by their subordinates.
- A leader that flakes and does not take responsibility for shortcomings and mistakes has no right to take credit in successes and good decisions.

- Consistent

- Adhere to a system of moral and business principles, and do not deviate from them. This has the benefit of letting team members know what to expect and instills a sense of “how things are done”, helping guide members of the team in the leader’s absence.
- While large exceptions are sometimes unavoidable, do not make small exceptions, especially when concerning team members.

- Enables Only

- The job of a leader is not to do a subordinate’s job for them. Their job is to create a space for them to work, then to get out of the way.
- Help team members understand how their role fits into the bigger picture and how their work matters.
- Recognize the achievements of team members, although of course ensure things are not taken too far.

- Make Room for Fun

- Nobody likes to be all business all the time, and forcing subordinates to act as much will result in even the best intentioned team members looking for a way to shirk responsibility.
- Creating a more electric, exciting environment will help with creativity and will guard progress from appearing as a chore.

CONCLUSION

There is much riding on the shoulders of a leader, and as such they must be held to a higher standard. While this document is not comprehensive, it represents the majority of my view of what a leader embodies.