



Leading the Leaders, style or practicality

Leaders and Leadership

Leadership

The process of influencing a group towards the achievement of goals, celebrating success and learning from failure

Leading

Management function that involves motivating, influencing individuals or teams as they work, selecting the most effective communication channels, or dealing in any way with employee behaviour issues



Leadership Styles

- Transformational
- Transactional
- Charismatic
- Laissez-faire
- Democratic
- Dictatorial
- Autocratic
- Absent



Just remember not everyone wants to or can be a leader



The Core Skills of a Leader

- Determination, patience and self confidence.
- Willingness to share a message or a plan for the future
- Intelligence, guts and prepared to engage in risk.
- Manage people, time and budgets. (this is essential)
- The capacity to make a decision. (the responsible adult in the room, no festering)

*Success has many fathers yet failure is an orphan
Many will seek credit for success, but few will accept
responsibility for failure.*

*Good leaders accept responsibility for failure and learn.
Learning what not to do is as important as learning what
to do.*

Don't wish, don't hope do.....

Values and Behaviours

- Do not come out of a book, they come from leaders and staff.
- Must be simple and easy to remember, they must be owned and relevant.
- Should empower all levels of leadership across an organisation, as well as enabling staff to perform their roles with confidence and pride.
- Need to be reviewed as culture and environments change, as well as the expectations of staff.

*Integrity, Service, Accountability (ISA)
Success, Determination, Resilience, Commitment
(SDRC)*

REAL Leadership Values

- **Resilient**
 - Capacity to endure and explain.
- **Empathetic**
 - Effective listening and emotional intelligence.
- **Accountable**
 - Accept responsibility.
- **Learned**
 - Acquire the knowledge to lead.



Melbourne Football Club (TRUE)

Trust

- Trust is the element that turns our great people into a great team.
- Trust in our game plan turns our ambitions into our success.

Respect

- Respect each other
- Respect the jumper
- Respect our history
- Respect our supporters
- Respect the game



Melbourne Football Club (TRUE)

Unity

- Our success and strength as a club comes from our ability to stay united.
- In times of celebration and hardship, united we stand.

Excellence

- Excellence is our mindset and habit that pushes us every day to find a better way.
- Excellence is the only standard that allows us to compete and win within the AFL.



Conclusions

- Leadership is challenging, difficult and rewarding.
 - Leaders are not limited to leadership styles.
 - The health of an organisation will determine how leaders respond.
 - Values based leadership is effective and empowering.
 - Expected behaviours reinforce Values as well as the way people work for an organisation and work with each other.
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- Go Dees

