Notes for Issues in Leadership

What is leadership?

An individual or a team induces a group to pursue objectives shared by the leader and the follows. It is a process of persuasion

♦ Leadership is responsibility and accountability
♦ It is for the purpose of group accomplishment.

Why is so important?

♦ Most job are accomplished by group, somebody has to play a role, a leadership role.
♦ The consequence of poor headship is that people are suffering. Reasons: no direction to take, wrong direction, or take the direction too slow

What do leaders do?

♦ Responsible for a certain kind of work
♦ Performed in certain way
♦ John Cart’s paper
  o No pure management job, no pure leadership job.
  o Management: things in control, no surprises. It is about coping with complexity.
  o Leadership is about coping with change.
  o Both are critical.
  o They should be balanced.

How do they do it?

♦ IQ and technical skills are necessary:
♦ For the leadership, Emotional intelligence (EQ) is more important
♦ What is EQ:
  o Self-awareness: realistic, self-confident
  o Be aware of others: coach, thoughtful
  o Mange yourself: drive to achieve, reasonable, thoughtful
  o Manage others: social skill, build team, committed to group
♦ EQ can be learned – but it’s hard work: motivation, practice, and feedback.
♦ How are leaders developed?
  o They are largely made quite simply by taking leadership role and practicing just like other skills
  o There is hierarchy of leadership. You need practice from bottom to top
  o Make change to yourself in moving from one level to a higher level.