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| VALUES BASED LEADERSHIP DEVELOPMENT |



Leadership development is ultimately a process involving a number of discrete stages – each one of which builds an individual’s capacity and awareness to create and strengthen their leadership capability.

There is no “cookie cutter” approach to leadership development because ultimately leadership is a situational skill – impacted by several factors. These include the leaders own personality, the task at hand, the culture of the organization and the personalities of the “followers” – i.e. those that the leader is working with, to accomplish the shared mission / vision, goals and objectives of their organizations.

An effective leader knows and has committed to the organizations expectations in terms of inter-personal behaviour and uses this skill to build relationships. The effectiveness of these relationships determines the effectiveness of the tasks being performed. A reflective leader constantly assesses both their own behaviour, as well as the effectiveness of their organization and their efforts to complete the tasks required. Through this a reflective leader develops the basis for continuous improvements and is able to lay the groundwork for a constantly “learning” organization.

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|  ***Step 1. Defining (or reviewing) organizational values sets the base for the behavioural culture.*** | ***Step 4. Individual leadership development involves developing a clear awareness of “self” including how others see the leader***  |
| ***Step 2. Discussing the “Is / Is not” of these values converts concepts into specific operational behaviours*** | ***Step 5. Consistency of action requires that the core business processes reflect the values and culture being demonstrated by the leader – i.e. alignment*** |
| ***Step 3. Effective leadership starts with the leaders “buying-in” to the culture*** | ***Step 6. Personal development requires feedback from others -***  |
| ***Step 7 Effective leaders learn from the feedback they receive and further develop their skills. Values are continually used as a base against which individual and group behaviour are assessed. While culture and values may change over time as society changes, they form a constant base for the unique culture.*** |