

How to become a leader?

LXI Online International Presidents' Meeting
11th of September 2020

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Leadership

The art of motivating a group of people to act toward achieving
a common goal.

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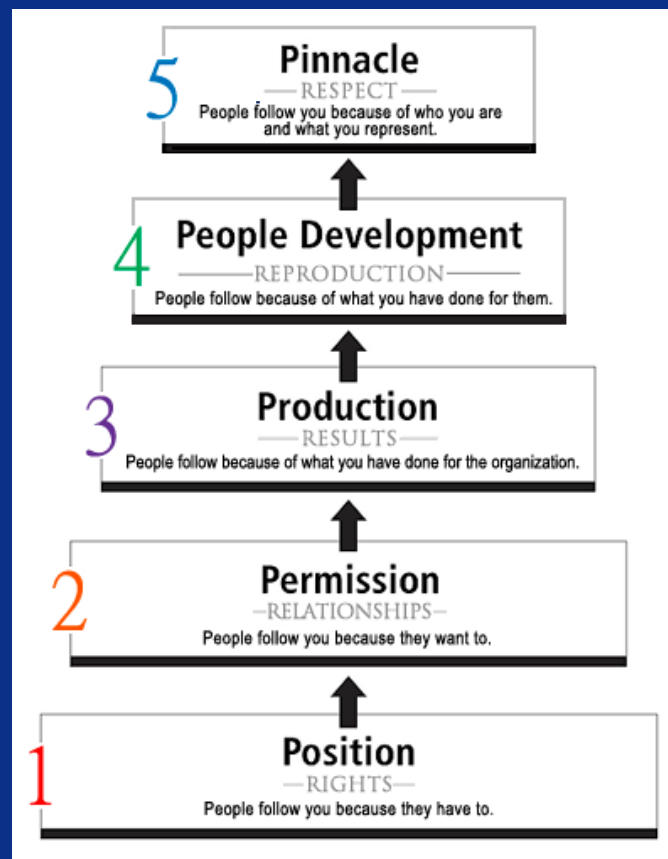
Levels of the leadership

1. Position
2. Permission
3. Production
4. People development
5. Pinnacle



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John Maxwell



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Leadership styles

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Let's check!

- How do you motivate people? Do you prefer to use material incentives, or do you try to inspire them by engaging with them and investing in them?
- Do you trust your people to work independently and make decisions? Or do you make all the decisions and feel as though you need to check their work to ensure that they have done it correctly?



Let's check!

- Do you encourage your team members to be creative? Or do you prefer them to follow existing processes and work on perfecting them?
- If a team member is demotivated or upset, how do you deal with it?



Let's check!

- How do you deal with unexpected change? Do you panic and ask for help? Or do you take ownership of the situation and try to fix it with the resources that you have, before taking it to your „boss“?
- Would you say that values are important to you and underpin all of your work? Or do you think values don't really come into it, and that carrying out orders and meeting goals are more important?



Let's check!

- Do you think that poor performance should be punished so that it doesn't happen again?
- How would you help a new starter in your team? Do you let him/her discover the best way of working by himself/herself? Do you invite him/her to collaborative team meetings? Or do you sit down with him/her to explain your procedures and what you expect from him/her?



Leadership may be...

Bureaucratic

Transactional

Servant

Transformational

Charismatic

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Team's choice

Team Member	Most Suitable Leadership Style	How can you adapt your approach to lead this person more effectively?



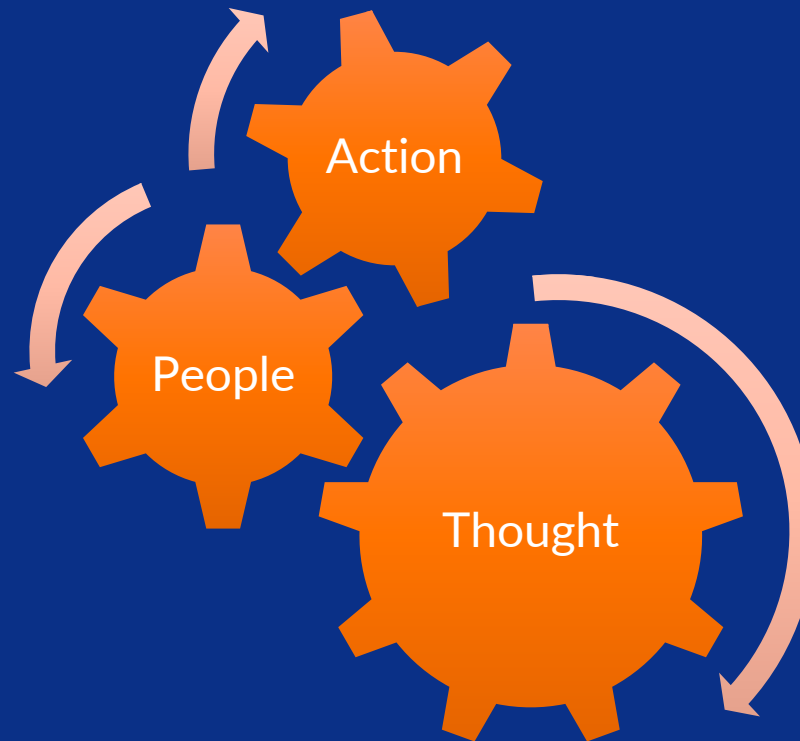
Team members

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Belbin's team roles

- Action-oriented roles
- People-oriented roles
- Thought-oriented roles.



Action-oriented roles

Shapers

Implementers

Completer - Finishers

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People-oriented roles

Coordinators

Team Workers

Resource Investigators

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Thought-oriented roles

Plants

Monitor – Evaluators

Specialists

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Summary

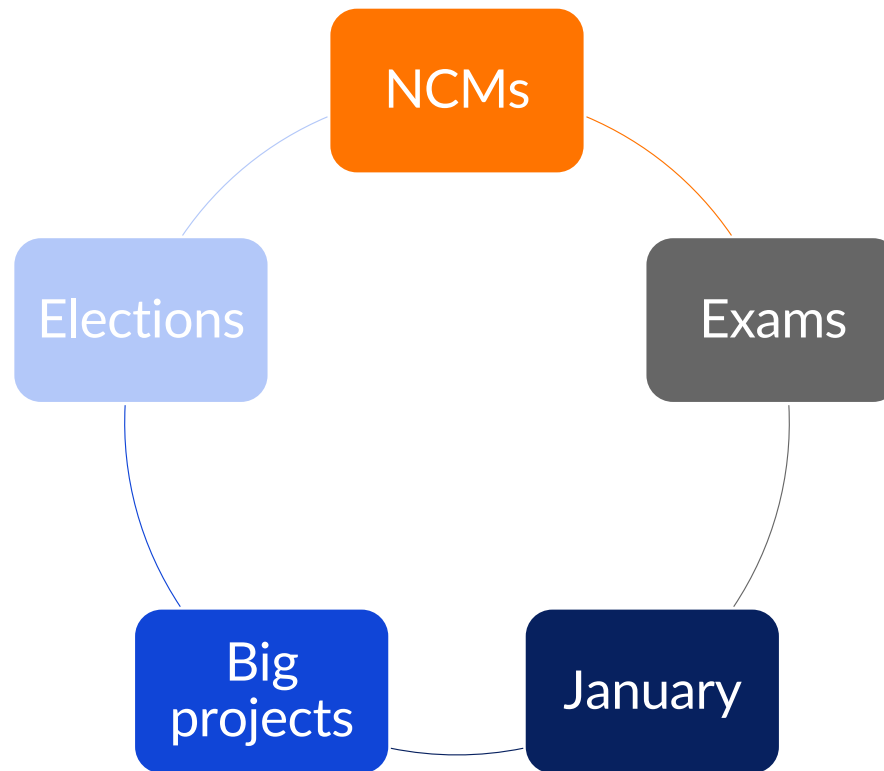
Action-Oriented Roles	Shaper	Challenges the team to improve.
	Implementer	Puts ideas into action.
	Completer-Finisher	Ensures thorough, timely completion.
People-Oriented Roles	Coordinator	Acts as a chairperson.
	Team Worker	Encourages cooperation.
	Resource Investigator	Explores outside opportunities.
Thought-Oriented Roles	Plant	Presents new ideas and approaches.
	Monitor-Evaluator	Analyzes the options.
	Specialist	Provides specialized skills.

Let's take a look
on the calendar!

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Winter is coming...



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Questions?

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