

What kind of leader am I already?

# The manager and the leader

Management is doing things right; leadership is doing the right things

Peter Drucker

# We need both

- It has been noted that we require managers in times of peace and leaders in times of difficulty.
- The manager needs to combine qualities of both management and leadership, deploying them according to changing situations (dynamic management).

# Natural leaders

- Often unusual people
- Free spirits
- Likely to be unconcerned by convention
- Visionary (needs to be able to present a vision that others will want to follow)

# Characteristics

- Charismatic
  - Inspirational
  - A visionary
  - A communicator
  - Personal drive
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- Some are born with these characteristics and naturally take to leadership roles
  - Some who aspire to be leaders need to understand the qualities and practice to develop them

# Aspiring leaders need to focus on

- Communication skills
  - Influencing skills
  - Persuasiveness
  - The ability to enthuse and inspire
  - Self motivation
  - A reputation for achievement
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- The very essence of leadership is that you have to have a vision. You cant blow an uncertain trumpet

Theodore M. Hesburgh

Who would you consider to be  
inspirational leaders, and why?

“If your actions inspire others to dream more, learn more, do more and become more, you are a leader”

John Quincy Adams



# Know yourself – self awareness is key

- Know if you are a leader or a manager (remember we need both)
- The better you know yourself, the better you will understand others with greater empathy (not sympathy)
- Understand and be aware of your demeanour
- Affects the language you will use and how you behave
- Allow you adapt your style to respond to different situations or to meet the ask or the need
- Develop your persona
- SWOT analysis
- Psychometrics such as Myers-Briggs
- NHS Leadership Academy HLM 360 appraisal