



LEADERSHIP

"Leadership is the art of getting someone else to do something you want done because he wants to do it."

Dwight Eisenhower

"To lead the people, walk behind them."

Lao-Tzu

Webster dictionary defines the term leadership as being the sum of the character quality and personality empowering a person to gain trust and lead the others to reach an objective.

On the way of having a performant team we have to understand the difference between management and leadership. We quote here Peter Drucker: "Management is doing things right; leadership is doing the right things."

MANAGER VS. LEADER

A **manager** is, simply stated, the facilitator of the team success. Among his/hers responsibilities we can mention: to create the right working environment, to ensure the training and professional growth, to eliminate the bottlenecks, to recognize and praise the performance.

A **leader** can be anyone with vision, creativity, experience in a certain field, innovative ideas and out of the box thinking, being this way useful to the team and to the manager. A leader will lead through competencies, not by titles.



LEADERSHIP STYLES

There are a lot of possible leadership categories, but the most important ones (and general accepted) are the following:

Autocratic	Participative	Delegative
<ul style="list-style-type: none"> - the leader points exactly what should be done, when and how to be done, with no feedback; - useful when the leader has all the information or there is a lack of time, but only with a highly motivated team; - it has nothing to do with force attitudes or threats; - to be used rarely and carefully. 	<ul style="list-style-type: none"> - the leader includes team members in the decisional process; - the leader will take the final decision; - used when information and competencies can be found inside the team; - strengthen the team and leads to the best decisions. 	<ul style="list-style-type: none"> - the leader delegates the decisions, but keeps the responsibility; - appropriate when team members are able to analyze the situations and take the right actions; - used when there is full trust in the team members.

Without details, we mention some other leadership styles, such as: birocatic, charismatic, objective oriented, relational, situational, transactional, transformational.

WHAT A LEADER SHOULD DO TO BUILD AND LEAD AN EXCELLENT TEAM

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| <ul style="list-style-type: none"> • To have a vision • To listen to the others • To ask the right questions • To discuss the problems • To be original and creative | <ul style="list-style-type: none"> • To offer support and trust • To be an example of integrity and rightness • To be responsible • To praise the values of the team • To have a good sense of humor |
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The last, but not the least, Team Building sessions are efficient tools to develop the team through specific modules and exercises, being able to reveal leadership competencies of the participants.

We remain at your disposal for any other information:

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