


# Leadership And Corporate Accountability

Lecture 3




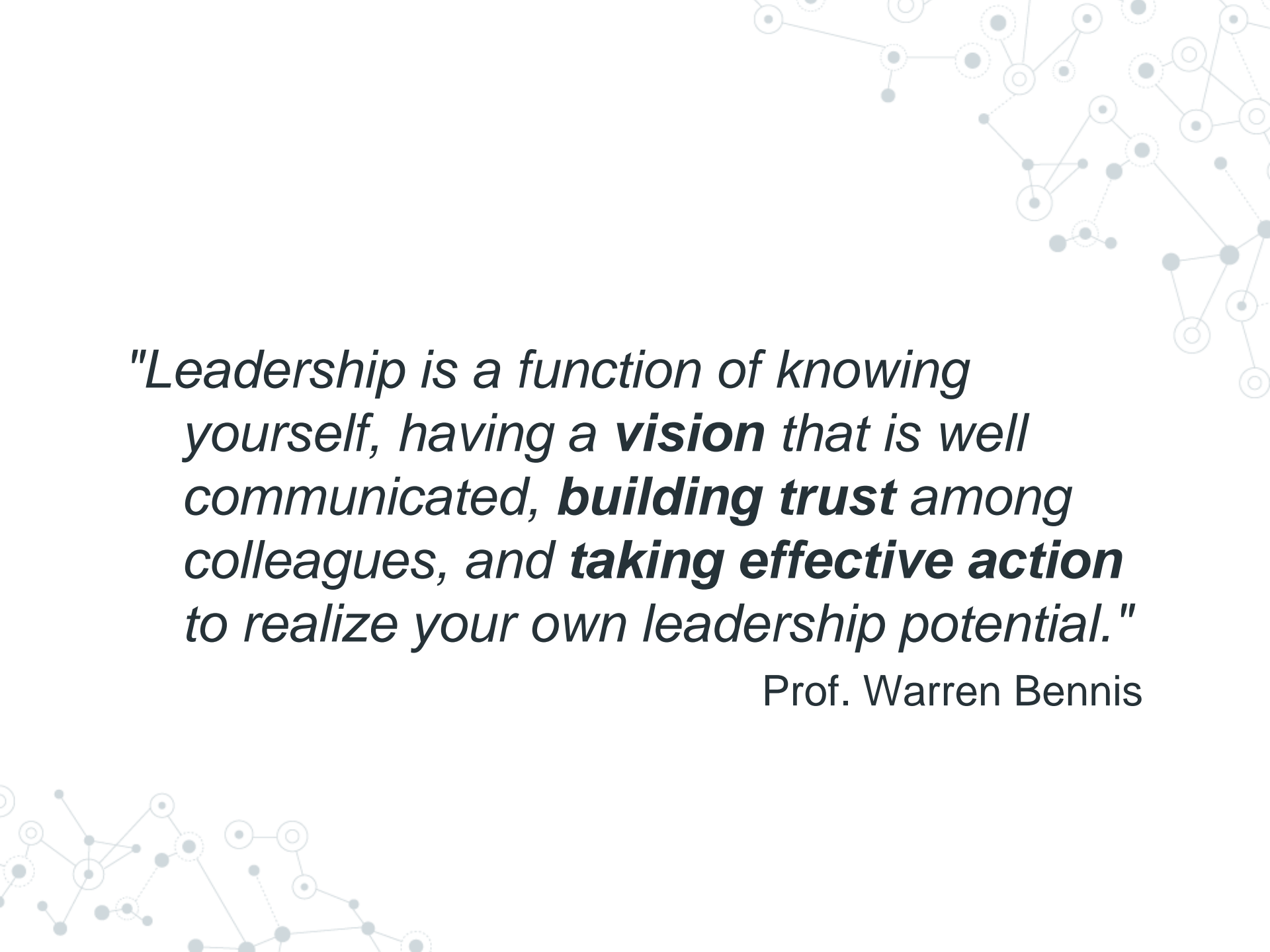
# Session objectives

- ① **What is leadership?**
  - ① **Identify the traits and skills of an effective leader**
  - ① **Key leadership theories**
  - ① **Examine the role, duties and responsibilities of a Team Leader in the workplace**
  - ① **Understand the limits of authority in a Team Leader role**
  - ① **Develop a plan to develop your own leadership potential**
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# Understanding Leadership

- ◎ **What is leadership?**
  - ◎ **Why is leadership important – why do we need leaders?**
  - ◎ **Leaders – born or bred?**
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*"Leadership is a function of knowing yourself, having a **vision** that is well communicated, **building trust** among colleagues, and **taking effective action** to realize your own leadership potential."*

Prof. Warren Bennis



## **Exercise In pairs**

- ◎ Discuss examples you have come across of strong and weak leadership
  - ◎ You can use examples from employment, academic studies or participation in sports clubs and societies (keep anonymous)
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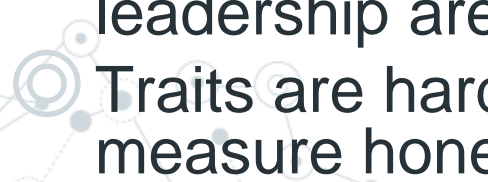
# Leadership Theory

## Early Theories:

### Great Man Theories

- ◎ Leaders are exceptional people, born with innate qualities, destined to lead
- ◎ Term 'man' was intentional - concept was primarily male, military and Western


### Trait Theories

- ◎ Research on traits or qualities associated with leadership are numerous
  - ◎ Traits are hard to measure. For example, how do we measure honesty or integrity?
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# Leadership Traits

## Group Exercise:

- ◎ Choose leaders YOU admire
  - ◎ What personality traits and skills do they have?
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# Leadership Traits and Skills

## Traits

- Adaptable to situations
- Alert to social environment
- Ambitious and achievement orientated
- Assertive
- Cooperative
- Decisive
- Dependable
- Dominant (desire to influence others)
- Energetic (high activity level)
- Persistent
- Self-confident
- Tolerant of stress

## Skills

- Clever (intelligent)
- Conceptually skilled
- Creative
- Diplomatic and tactful
- Fluent in speaking
- Knowledgeable about group task
- Organised (administrative ability)
- Persuasive
- Socially skilled

Stogdill, 1974

## Leaders will also use:

Integrity, Honesty, Compassion, Humility



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