

LEADERSHIP

Warren Bennis is a leading expert on leadership. His **definition of a leader** is someone who:

- knows **who they are**
- knows **what is important** to them — what they believe, the kind of world they want
- **expresses themselves** fully

'Becoming a leader' is the same as being 'who you are' ... it's that simple and that difficult ...

INSPIRING & EMPOWERING

- People who inspire you usually know who they are, know what they believe in and can express themselves fully! They are role models in leadership. Likewise, for you to inspire others, you must channel this self-knowledge, passion and confidence and articulate it well to the group.
- But that's not it. An inspired group is a group motivated to act. But you also need a group to be empowered to act.
- Your role as a group leader is to inspire and empower others, so that the groups success and productivity is optimised.
- 4 powerful tools for you to achieve your role as a leader to inspire and empower others, are creating:
 - shared group vision
 - a positive and respectful atmosphere
 - equality in decision making
 - empowerment in action

SHARED GROUP VISION

Goals are a clear statement of a vision, specifying the accomplishments to be achieved if the vision is to become real.

The target **objectives** are clearer statements of the specific activities required to achieve the goals.

- Having a common goal will make sure that group members understand what is binding them together; what they are aiming to achieve together.
- Goals should guide all group decisions and activities.
- Having a common goal is necessary but not sufficient for a group's success.

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