



**Who I am**

## **Awareness**

**Self** – *Appreciation of your own motives attitude and style, strengths and weaknesses in a variety of situations*

**Others** - *Appreciation of the different motives, attitude and styles of your different team members and business partners*

**Environment** – *Understanding your organisation, its systems, processes and culture, at all levels; also the forces that affect your organisation and your workplace*

Who I am

## Leadership Presence

**Authentic** – *Demonstrating integrity and conviction, operating to your values and ethics, being true to yourself*

**Serving** – *The needs of your organisation, your team and your partners are the priority; you are committed to the development of people*

**Intentional** – *Focussing on the strategic direction, appreciating rather than criticising, having personal energy and a bias for action*

What I do

## Clarity of Direction

**Strategic Intent** – *Having a vision and realistic strategy for the future and finding ways to achieve them*

**Unifying Purpose** – *Aligning with others, enrolling people in the Strategic Intent*

**Determination** – *Seeing through the fog of events, being able to adapt without compromising the Strategic Intent*

What I do

## Resilient Decision Making

**Creative** – *The ability to work outside the usual frame of reference and to take a valuable idea from concept to reality*

**Robust** – *Combining intellectual rigour and awareness giving solid foundations and contingency*

**Versatile** – *Creating options, responding to the needs and urgency of the situation, thinking and operating at the appropriate level*

- We might dream of the perfect leader who will have all the answers, but there are no perfect people and no perfect leaders. There is always room therefore, for each of us with our gifts and imperfections, to make a difference in our changing world

- McCaulley (1992)