

Dimensions of Leadership

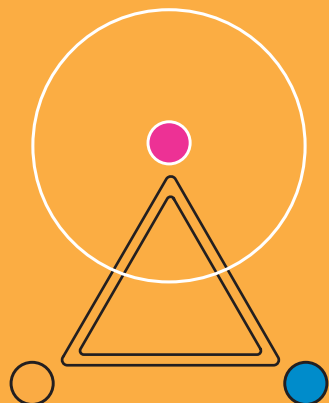
The essence of leadership is the ability to lead, to inspire and to be trusted. Leaders possess qualities such as vision, personal power and the ability to motivate; it is these qualities which make them recognisable as leaders.

Leaders play three main rôles in their daily leadership activities: the leader, the manager and the coach. Each of these three rôles play a part in the daily practice of leadership. The predominance of a particular rôle depends on character and personality and also on the actual situation.

Each rôle is characterised by two core competences: vision and inspiration belong to the leader's rôle, task-orientation and people-orientation to the manager's rôle and the coach's rôle is characterised by 'knowing' and empathy. Each rôle also shares a competence with its 'neighbour': the Leader and the Manager are goal-oriented, the Manager and the Coach are communicators, and the Coach and the Leader are development-oriented.

On the opposite side of the triangle we see a well-known pitfall for each of these rôles. For the Leader this is communication, for the Coach results-orientation and for the manager the pitfall is lack of development drive.

The central core competences of a leader are personal power, intuition and eliciting trust in others. In leadership development investigating the strengths and pitfalls of the chosen rôles gives insight into your own personal and authentic style of leadership and creates a vision of leadership as you want it.



The Workshop 'Inspiring Leadership' emphasises the central core competences and the rôle of the leader. The workshop explicitly explores vision, inspiration and personal power at a practical level.

