



Ten Basic Skills of Outstanding Leadership

- **Integrity**
- **Vision/Strategy**
- **Communication**
- **Relationships**
- **Persuasion (Influence)**
- **Adaptability**
- **Teamwork**
- **Coaching and Development**
- **Decision-making**
- **Planning**



Integrity

- ***How deep are your convictions on the things you believe in?***
- ***What do you believe in SO MUCH about your work that you will stand up to anyone about it?***
- ***How much are you willing to compromise your important beliefs?***
- ***To what extent do your behavior and the choices you make align with your guiding values and principles?***



Vision/strategy

- ***Can you see, do you see where your department, team, and organization are going?***
- ***How often do you talk about the ways in which what you are doing in your area are related to the overall mission?***
- ***Do you think and speak inspiringly about what the organization is doing and about the future of the organization?***



Communication

- ***How much and how willingly do you speak out and keep information flowing?***
- ***Conversely, can you keep confidential information confidential?***
- ***How often can you and do you listen more than you speak in conversations with your employees?***
- ***How would you assess your communication skills with each of your employees?***
- ***How do you handle “bad news” when you receive it?***



Relationships

- ***What is the level of trust and respectful feelings you have with each of your employees?***
- ***With each of your peers?***
- ***How easy or difficult is it for you to initiate new relationships?***
- ***How easy or difficult is it for you to deepen existing relationships?***



Persuasion - (Influence)

- *How persuasive and influential are you?*
- *Under what circumstances can you persuade others to your point of view?*
- *To what extent do people value your opinion and follow your lead?*



Adaptability

- ***To what degree can you relinquish rigidity?***
- ***To what degree can you relinquish control?***
- ***When is it easy and when is it difficult for you to embrace change?***
- ***How do you react when things don't go as planned?***



Teamwork

- *To what extent do you value working cooperatively as part of a group?*
- *How do you promote teamwork among those you lead?*
- *In what ways do you work collaboratively with your peers?*
- *How do you handle team conflict?*



Coaching and Development

- *How do you feel about developing others around you?*
- *How do you encourage, nurture, and build the capacity of those you lead?*
- *How easy or hard is it for you to set your needs aside and share control with others?*
- *Can/do you delegate well?*



Decision-making

- ***How comfortable are you with having to make the “final decision” on things?***
- ***Do you have any tendency to decide too quickly without due consideration or, conversely, to gather data, analyze and ponder endlessly and be unable to decide?***
- ***In what areas do you struggle with making firm decisions and standing up for what you believe?***



Planning

- ***How easy is it for you to put together plans for activities and projects, including contingency plans (what will happen IF...)?***
- ***How easily are you able to focus your attention and stick to your plan, yet without being rigid about it?***
- ***How do you decide when to push ahead or, instead, to modify your plan?***

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- Discussion?
- Questions?