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?