

GERMAN MORRIS

Leadership skills development



WHAT IS LEADERSHIP?



**SOCIAL INFLUENCE, WHICH BRINGS
OTHERS TOGETHER AND MOTIVATES
THEM TO MAKE THE BEST POSSIBLE
EFFORT TO ACHIEVE A GOAL**



BOSS

vs.

LEADER

✓ DRIVES EMPLOYEES

✓ MICROMANAGES

✓ USES EMPLOYEES

✓ GENERATES FEAR

✓ COMMANDS

✓ DEMANDS RESPECT

✓ DEPENDS ON AUTHORITY

✓ MAKES EMPLOYEES
FEEL INFERIOR

✓ LEADS EMPLOYEES

✓ INSPIRES ENTHUSIASM

✓ DEVELOPS EMPLOYEES

✓ EARNS RESPECT

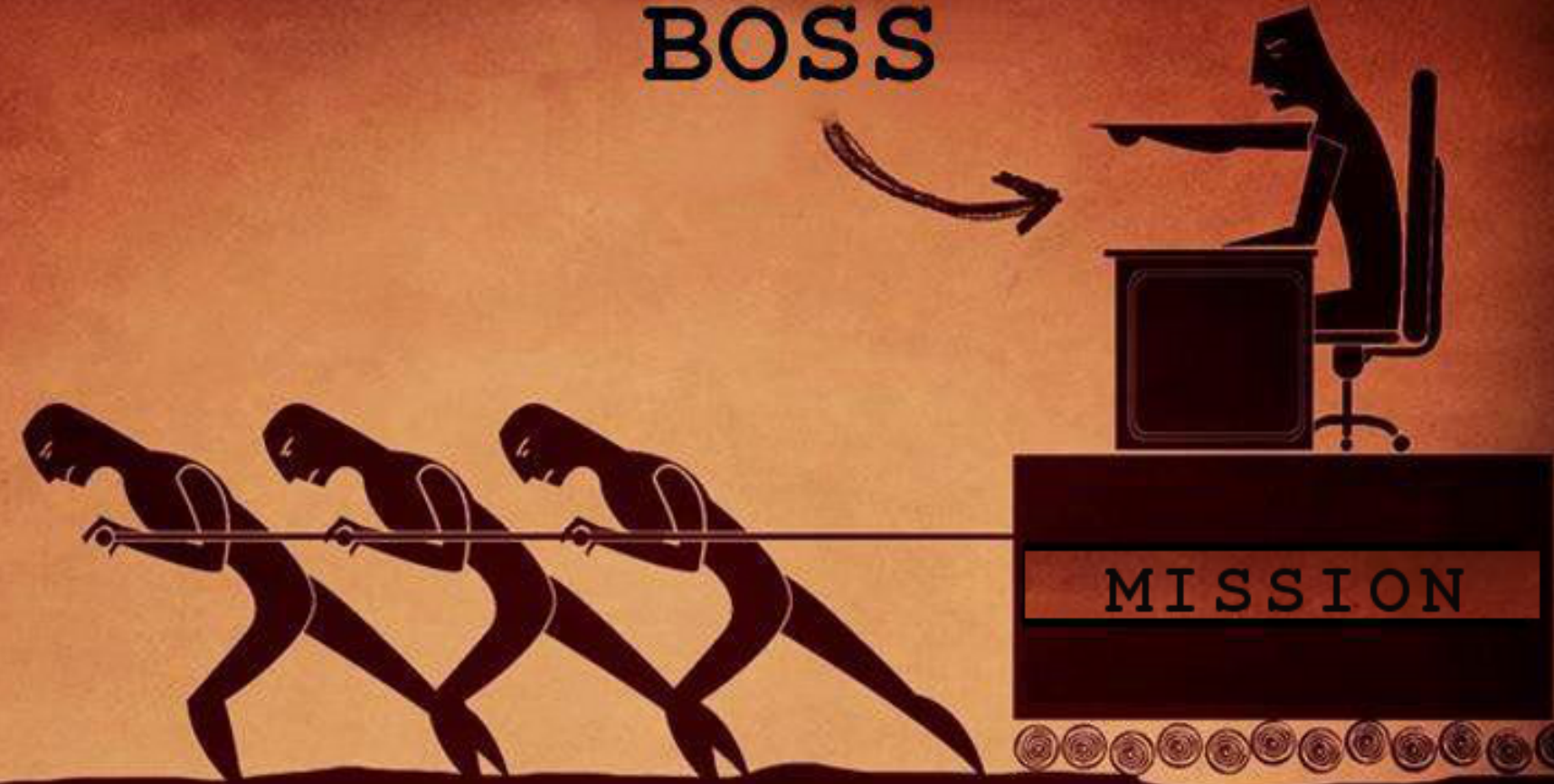
✓ ASKS

✓ MAKES EMPLOYEES
FEEL VALUED

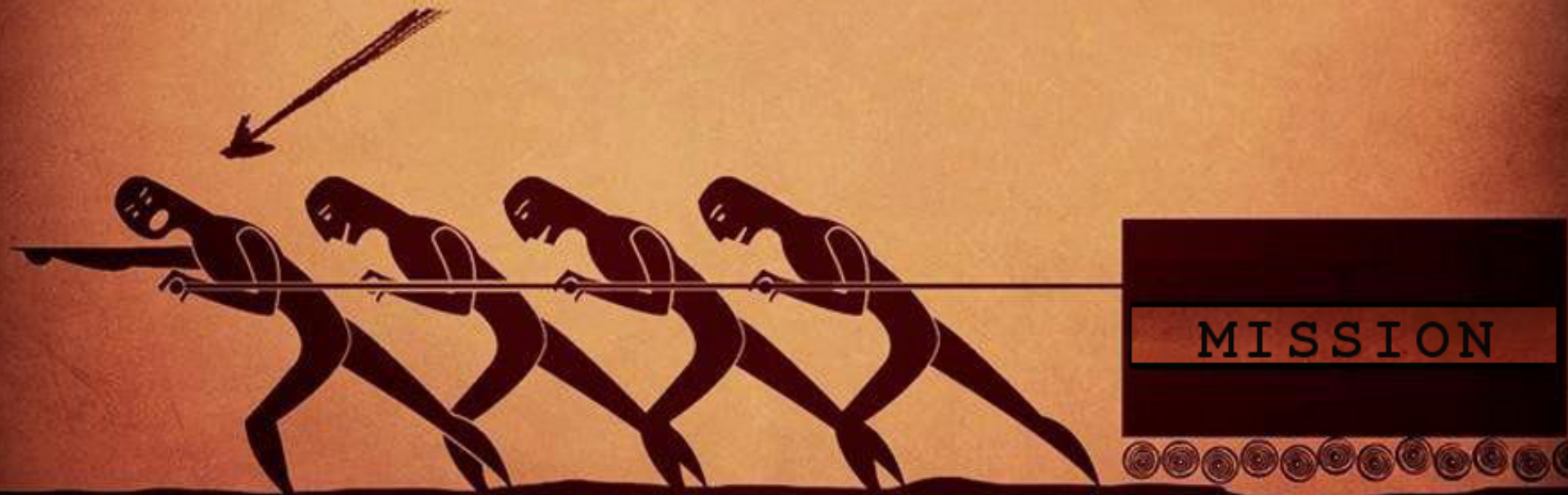
✓ DEPENDS ON GOODWILL

✓ TRUST EMPLOYEES WILL
PERFORM THEIR JOB WELL

BOSS



LEADER



Self-actualization

*Morality, creativity, problem solving,
acceptance of facts*

Esteem

*Self-esteem, confidence, achievement,
respect of others, respect by others*

Love and belonging

Friendship, intimacy, family

Safety needs

*Personal security, financial security, health and well-being
safety net against accidents/illness and their adverse impacts*

Physiological needs

Breathing, food, water, sex, sleep, hemostatis, excretion

How to be a leader: 6 qualifications and qualities

- 1. HONEST AND TRUSTWORTHY**
- 2. GOOD COMMUNICATION SKILLS**
- 3. CLEAR, CONCISE, AND ORGANIZED**
- 4. FLEXIBLE AND DECISIVE**
- 5. PASSIONATE**
- 6. USES THE RIGHT TOOLS**



10 CHARACTERISTICS OF A

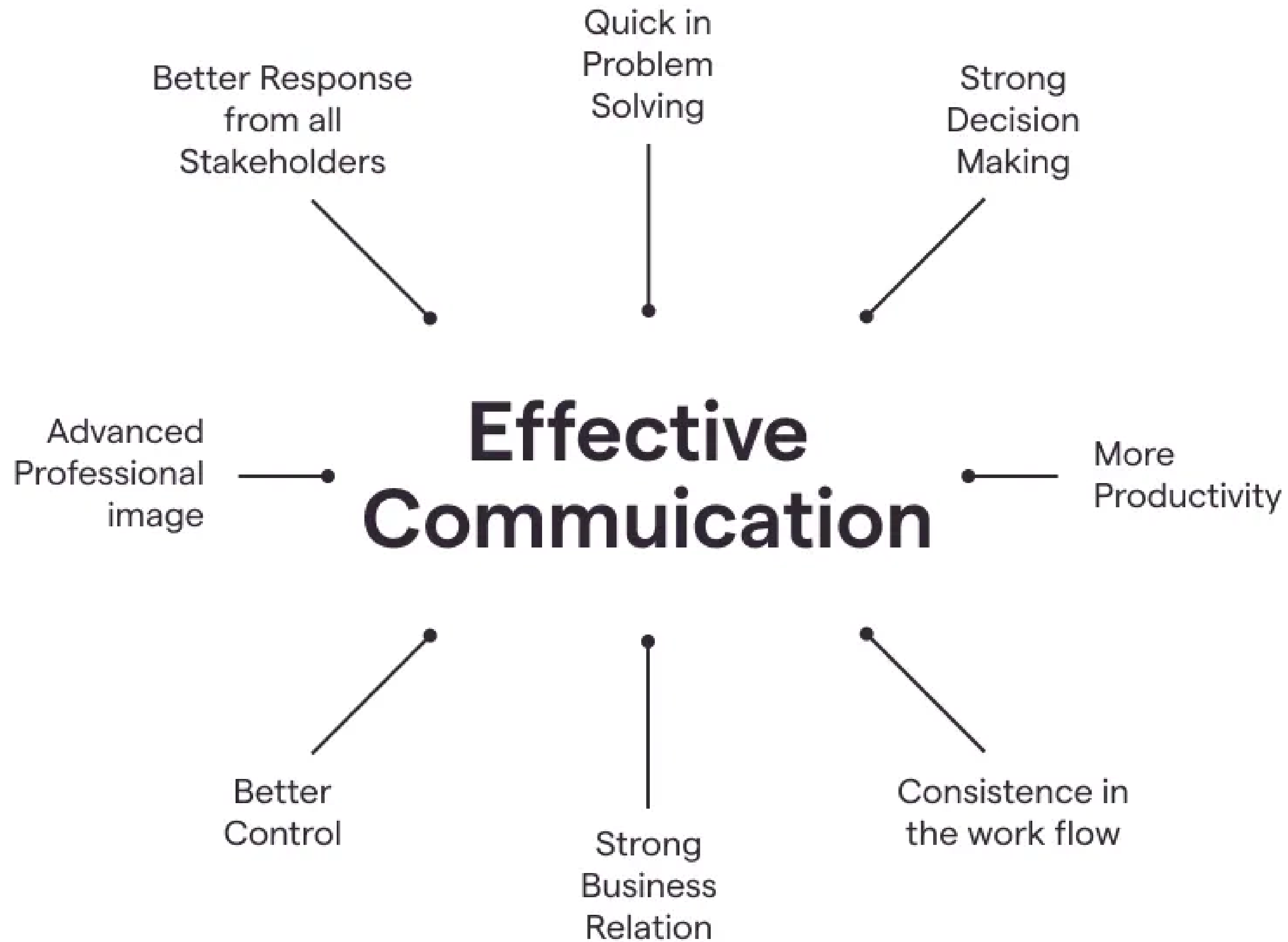
GOOD LEADER

1. INTEGRITY
2. DELEGATION
3. COMMUNICATION
4. SELF-AWARENESS
5. GRATITUDE
6. LEARNING AGILITY
7. INFLUENCE
8. EMPATHY
9. COURAGE
10. RESPECT



“**INTEGRITY,**
THE CHOICE BETWEEN
WHAT'S CONVENIENT
AND WHAT'S RIGHT.”

-Tony Dungy, *Uncommon*



INTERNAL VS EXTERNAL SELF-AWARENESS

FROM: DR. TASHA EURICH

IMAGE BY: JACOB MORGAN



Internal self-awareness

is how we see our own values, thoughts, and emotions.

External self-awareness

is how we are seen by others.

4 KEYS TO INFLUENCE OTHERS



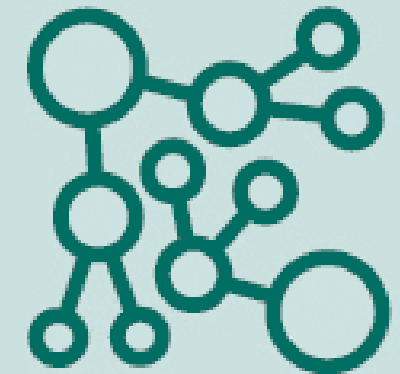
**ORGANIZATIONAL
INTELLIGENCE**



**TEAM
PROMOTION**



**TRUST-
BUILDING**



**LEVERAGING
NETWORKS**



Center for Creative Leadership®

5 Essential Leadership Skills



Communication



Motivation



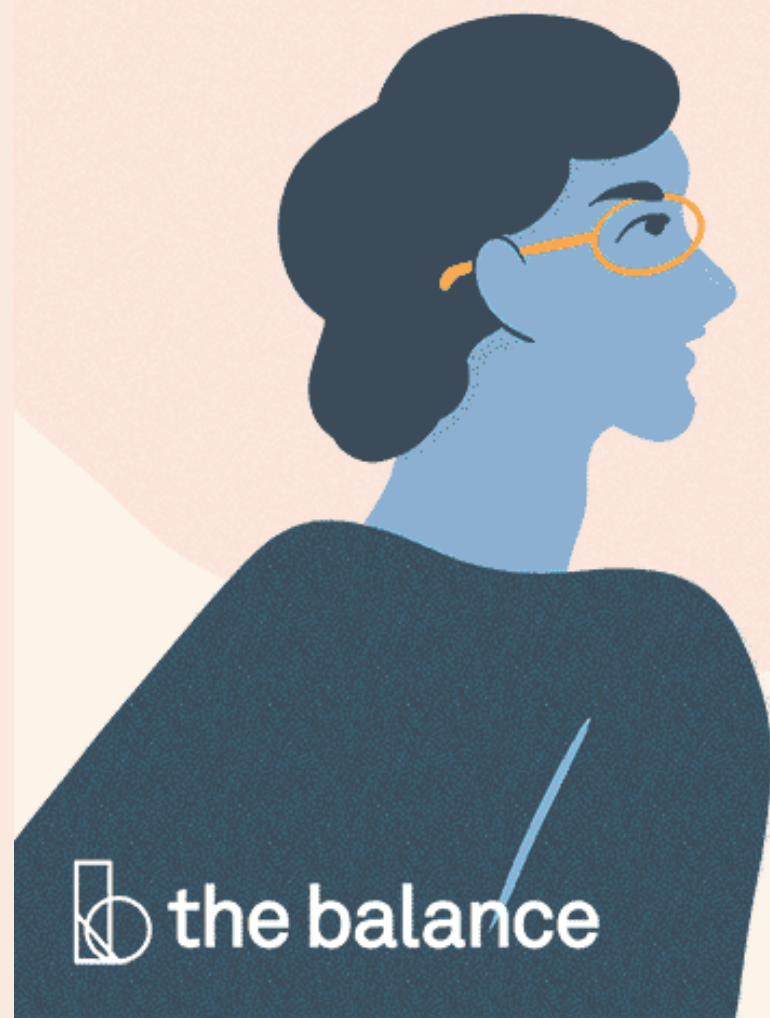
Positivity



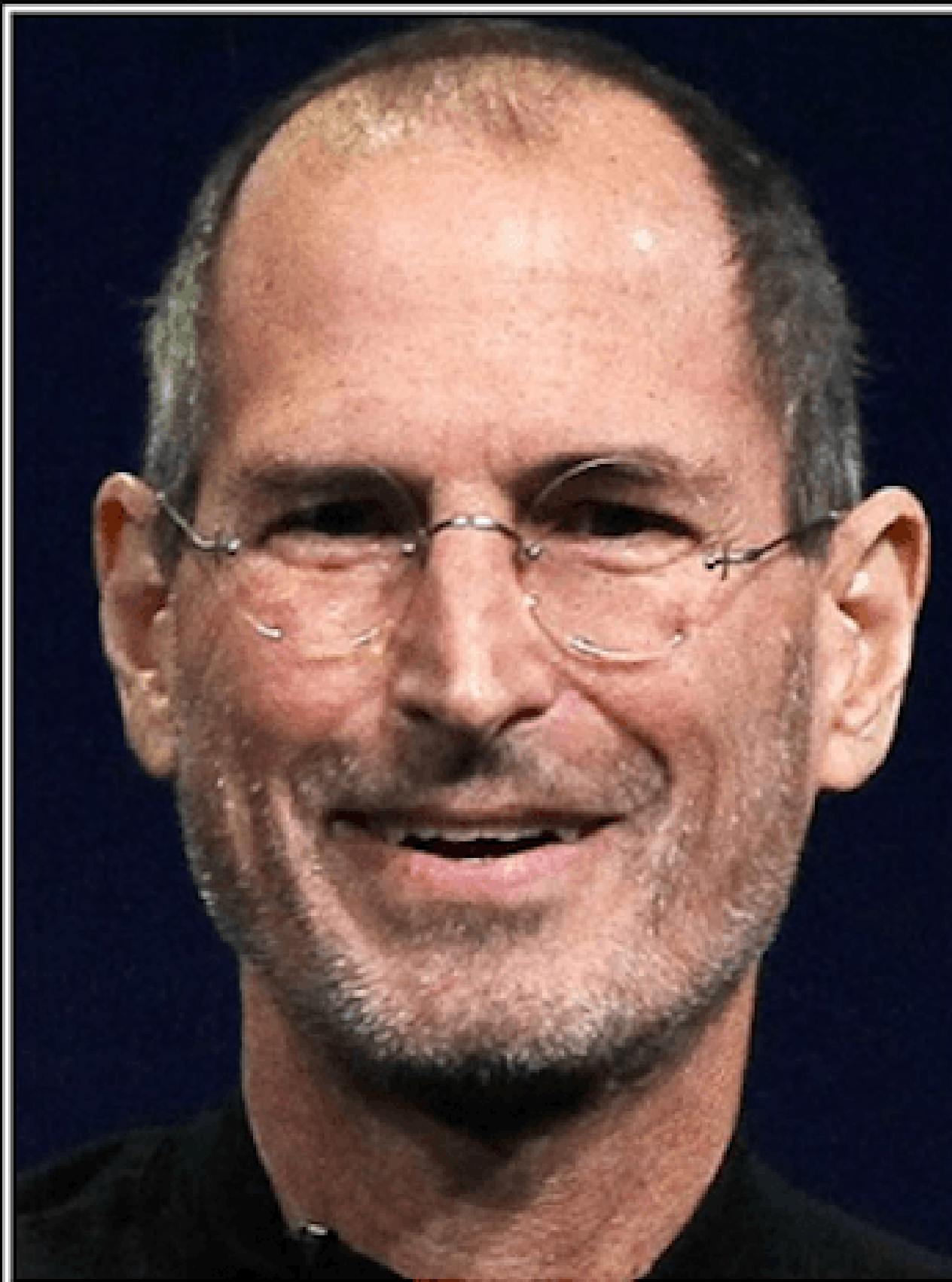
Creativity



Feedback







Management is about persuading people to do things they do not want to do, while leadership is about inspiring people to do things they never thought they could.

— *Steve Jobs* —

AZ QUOTES

Characteristics of leadership

VALUES-BASED: LEADERSHIP IS AN ETHICAL AND MORAL PROCESS BASED ON VALUES; LEADERS ACT CONSCIOUSLY AND IN ACCORDANCE WITH THEIR PERSONAL VALUES AND MORALS TO SERVE THE COMMON GOOD.

INFLUENTIAL: LEADERSHIP IS THE ABILITY TO INFLUENCE ACTIONS, BEHAVIORS, AND OPINIONS; LEADERS USE INFLUENCE BASED ON RESPONSIBILITY AND INTEGRITY TO INSPIRE AND MOTIVATE CHANGE. LEADERS DO NOT NEED A FORMAL TITLE OR POSITION TO SET A POSITIVE EXAMPLE FOR OTHERS.

COLLABORATIVE: LEADERSHIP IS A RELATIONAL AND INCLUSIVE PROCESS TO ACHIEVE A SHARED VISION; LEADERS USE THEIR INFLUENCE ON AND FOR OTHERS, NOT FOR OTHERS.

PURPOSEFULNESS: LEADERSHIP IS ACTION-ORIENTED AND GOAL-ORIENTED; LEADERS STRIVE TO ACHIEVE GOALS AND CREATE POSITIVE CHANGE.

TYPES OF LEADERS

1. Leader-organizer.
2. Leader-diplomat.
3. Leader-fighter.
4. Leader-creator.
5. Leader-consoler.



LEADER MISTAKES

- **LACK OF ENERGY AND ENTHUSIASM**
- **SATISFIED WITH GOOD RESULTS**
- **NOT HAVING A CLEAR VIEW OF THE FUTURE**
- **NOT ABLE TO DRAW THE RIGHT CONCLUSIONS**
- **BE DISINCLINED TO COOPERATE**
- **NOT BE A ROLE MODEL**
- **RESIST NEW IDEAS**
- **NOT LEARN FROM MISTAKES**



TYPES OF LEADERSHIP

BUSINESS TYPE.

MOST OFTEN FOUND IN GROUPS FOUNDED FOR PRODUCTION PURPOSES. HERE LEADERSHIP ROLES ASSUME THE PRESENCE OF SUCH QUALITIES AS A HIGH LEVEL OF COMPETENCE, THE ABILITY TO SOLVE ORGANIZATIONAL ISSUES BETTER THAN OTHERS, BUSINESS AUTHORITY AND EXPERIENCE. THE MAIN RULES OF THE LEADER OF THIS TYPE: EFFICIENCY IN WORK AND NON-STANDARD THINKING.

EMOTIONAL TYPE.

THIS TYPE IS CHARACTERISTIC OF EMOTIONAL-PSYCHOLOGICAL GROUPS. AUTHORITY IS FORMED AT THE EXPENSE OF PERSONAL SYMPATHY AND CHARISMA. THE PERSON EVOKES A SENSE OF TRUST, WARMTH, CONFIDENCE IN HIS SURROUNDINGS. HE IS EASY AND COMFORTABLE TO COMMUNICATE WITH.

SITUATIONAL TYPE.

SITUATIONAL LEADERSHIP CAN BE REPRESENTED BY BOTH BUSINESS AND EMOTIONAL LEADERSHIP. THE MAIN DIFFERENCE BETWEEN THIS TYPE IS ITS UNSTABLE AND TEMPORARY NATURE. IT MANIFESTS ITSELF ONLY UNDER CERTAIN CIRCUMSTANCES, FOR EXAMPLE, IN SOME EMERGENCY SITUATION.



LEADERSHIP SKILLS DEVELOPMENT

PERSONALITY POTENTIAL IS A COMPLEX OF INNATE AND ACQUIRED FEATURES AND ABILITIES OF A PERSON, HELPING HIM TO ACHIEVE SUCCESS IN LIFE.

SOME SCIENTISTS DEFINE PERSONAL POTENTIAL AS THE SUM OF PERSONAL RESOURCES IN DIFFERENT AREAS: HEALTH, EDUCATION, WORK, FAMILY, COMMUNICATION, AND OTHERS.

OTHERS SEE IT AS A PERSON'S F, I.E., THE QUALITY OF AN INDIVIDUAL'S LIFE DIRECTLY DEPENDS ON POTENTIAL



KOOLITUS PROGRAMM

"Noore huvikaitse ja ja juhtimisvõimekus"

1. Huvikaitse ja poliitika kujundamine/mõjutamine;
2. Noorteühingute tegutsemis- ja juhtimisvõime;
3. XXI sajandi oskused ja projektijuhtimine;
4. Noorte kodanikuaktiivsus;
5. Kriitiline mõtlemine ja vastupidav ühiskond;
6. Kommunikatsioon ja meedia.

Sind ootavad sisukad koolitused, uued teadmisi,
kompetentseid koolitajad ja hea võrgustik

[Lisainfo : foorum.sscw.ee/registreerimine/](https://foorum.sscw.ee/registreerimine/)



Veebruar - Aprill 2023

Programmi toetavad:



HARIDUS- JA
TEADUSMINISTEERIUM



Tallinna
Haridusamet



GERMAN MORRIS

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Patience

public speaking

management

marketing

social skills

negotiations

networking

where to find business partners

strategic thinking

visioning