

THE LEADERSHIP DOZEN

12 attributes that effective leaders need to develop

1. **Integrity** is a vital characteristic. People need to trust their leaders if they are expected to follow them.
2. **A sense of service.** As our Past International President Gary Schmidt so aptly put it we should all seek to be servant leaders. Pursuing the ideals that we are there to serve the member, workmates or whomever we are leading, not to dictate.
3. **Decisiveness** is a trait any effective leader needs to exhibit. Be prepared to make decisions and don't be afraid to make a mistake. You only learn through your mistakes and you can always change a wrong decision. You can't change indecision!
4. **Communicate:** Effective leaders have to hone their communication skills. Their words have to guide, enthuse, inspire and motivate an often diverse group of individuals to achieve a common goal, without which it is merely trying to communicate an impossible dream.
5. **Be a good listener.** Always be prepared to listen to your team or members and make sure you fully understand what they are saying. Surround yourself with talented people and ensure you recognise their achievements.
6. **The ability to delegate.** Effective leaders must be able to delegate successfully. The leader of a team is just one person and therefore the need to utilise the abilities of others is paramount in accomplishing the task at hand. An effective leader is not a one man band but a member of a team whom they inspire to achieve the desired results. Remember TEAM (Together Everyone Achieves More).
7. **Motivation,** the spark that inspires the team. With it nothing is impossible, without it is a long hard slog.
8. **Challenge.** Effective leaders crave challenges. They allow them to step outside their comfort zones and develop new skills and expand their expertise.
9. **A sense of responsibility.** Becoming a leader in whatever capacity is taking on additional responsibility. You are responsible to those above you, working with you and to yourself for achieving the desired result. As the leader of any group "the buck stops with you"!
10. **Don't try to please everyone.** It is an impossible task. After listening to those you trust decide on an appropriate course of action and follow it. Few effective leaders are liked by everyone. The measure of effective leadership is achieving, not winning a popularity poll.
11. **Dare to be different,** remember "if you always do what you've always done then you will always get what you've always got". As Henry Ford said "the definition of insanity is doing what you have always done and expecting a different outcome".
12. **Flexibility** is a key characteristic of an effective leader. Situations are constantly changing and to be effective a leader must be able to adapt to changing conditions.

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