



## **Forming Good Leadership and a Healthy Culture**

### **17<sup>th</sup> May 2017**

#### Leadership Qualities

Can be used in recruitment, developing and assessing current leaders and identifying potential leaders.

Some examples of qualities:

##### Resilience

able to cope with pressure over a long period of time  
prioritise your workload,  
know what your stress points are, the triggers and have strategies to manage  
having a track record of being able to cope under pressure  
emotional robustness

##### Humility(lack of ego)

ability to put the good of the charity over your own section and over your own aspirations  
willing to be wrong, to say sorry, be accountable

##### Self-awareness/emotional intelligence

sensitive to how you come across to others

##### Continuous Learner

realise that you don't know everything  
recognise others have solutions, or ideas that you don't have ,  
don't rush to initiative after initiative, without conferring with anyone

##### Decisive

make decisions, not procrastinate so that others lose faith in their leadership.  
make courageous decisions, willing to be unpopular

##### Visionary

visualise your service or charity progressing eg, bigger or stronger, or somewhere it's not.

##### Adaptability/flexibility

able to adapt to constant change, and lead others through it  
able to put your personal opinion to one side, and support the 'corporate' decision

##### Recognise potential in others

identify development opportunities  
not threatened by others' skillset  
keen to give others credit and celebrate others' success

#### Listening

team, service users, partners, general public

#### Courage

being accountable for decisions, actions  
setting ambitious goals and targets for self and team

### Creating a Healthy Workplace Culture

What are your current values?

How do spend your time/money?

What rules are followed and what are ignored?

How does the charity deal with mistakes or disappointments?

How to identify your aspired values

*Purpose – Values – Behaviour = Culture*

What values will enable you to effectively outwork your purpose?

Outwork them by reassessing you day-to-day operations eg:

People – recruit, develop, promote, manage

Finances – reward, investment

Time- not wasting it, having effective meetings

Decision-making- direction, partnerships

Communication – internally/externally

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Culture Shapers – helping you to find a way to value your people and put values at the centre of your charity

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