

A Checklist for Leadership

<p>Emotional Intelligence: <i>building an internal awareness of our own emotions and dealing with the emotions of others</i></p>	➔	<p>Appreciative Inquiry: <i>the art and practice of asking questions that strengthen a system’s capacity to heighten positive potential</i></p>	➔	<p>Transformational Leadership: <i>behaviours that transform and inspire others to perform beyond expectations while transcending self-interest for the good of the organization</i></p>
<p>What am I aware of in myself?</p> <ul style="list-style-type: none"> ➤ An ability to read and understand your emotions and well as recognize their impact on work performance, relationships and the like ➤ A realistic evaluation of your strengths and limitations ➤ A strong positive sense of self worth 		<p>Discovering: What do we know already that we can build on?</p> <p>Dreaming: What do we want to create? What difference do we want to make</p> <p>Designing: How will we make this difference?</p> <p>Destiny: How do I adapt and re-adapt as the new story is created?</p>		<p>To become a Transformational Leader I must be able to</p> <ul style="list-style-type: none"> ➤ Create an inspiring vision of the future ➤ Motivate people to buy into and deliver the vision ➤ Manage delivery of the vision ➤ Build ever-strong- trust-based relationships with my people
<p>To what degree do I manage myself?</p> <ul style="list-style-type: none"> ➤ An ability to keep disruptive emotions and impulses under control ➤ A consistent display of honesty and integrity ➤ An ability to manage yourself and your responsibilities ➤ A skill at adjusting to changing situations and overcoming obstacles ➤ A drive to meet an internal standard of excellence ➤ A readiness to seize opportunities 		<p>Appreciative Leadership: <i>Am I able to mobilize creative potential and turn it into positive power - set in motion positive ripples of confidence, energy, enthusiasm and performance and make a positive difference in the world by</i></p> <ul style="list-style-type: none"> ➤ Inquiring -Letting people know that I value them and their contributions ➤ Including -Giving people a sense of belonging in order to encourage collaboration ➤ Inspiring Providing people with a sense of directions thought vision and hope ➤ Integrity Modeling a set of standards for others to follow ➤ Illumination Helping people understand how to best contribute by learning how to use their strengths 		
<p>How socially aware am I?</p> <ul style="list-style-type: none"> ➤ A skill at sensing other peoples emotions, understanding their perspectives, and taking an active interest in their concerns ➤ An ability to read currants of organizational life, build decisions networks and navigate politics ➤ An ability to recognize and meet customers needs 				<p>As a Transformational Leader I.....</p> <ul style="list-style-type: none"> ➤ Am a model of integrity and fairness ➤ Set clear goals ➤ Have high expectations ➤ Encourage others ➤ Provide support and recognition ➤ Stirs emotions ➤ Gets people to look beyond their self-interest ➤ Inspires people to reach for the improbable
<p>Am I socially skilled?</p> <ul style="list-style-type: none"> ➤ An ability to take charge and inspire with a compelling vision ➤ An ability to wield a range of persuasive tactics ➤ A propensity to bolster the abilities of others through feedback and guidance ➤ Skill at listening and at sending clear, convincing and well-tuned messages ➤ Proficiency in initiating new ideas and leading people in a new direction 				

