

Ten Qualities of Leadership

- * Leaders understand that they are the prime determinants of their organization's culture. They hold themselves responsible to set an example of honesty and civility.

- * Leaders speak in terms of shared vision, direction, and long term goals. They know the difference between leadership and management. They respect staff members enough to trust them to carry out the day-to-day operations of the organization.

- * Leaders promote mutual respect and concentrate on team building. They encourage initiative and recognize the achievements of others. They do not play favorites.

- * A sincere regard for others is one of the hallmarks of a real leader. Leaders listen respectfully to members and take their ideas into account in formulating plans. They do not rule by fiat or exclusion.

- * A true leader tries to blend disparate opinions into a consensus that most people can accept. When that's not possible, the leader states the unresolved differences clearly and fairly and explains why she favors one point of view over another. A person who cannot articulate the position of those with whom she does not agree is not a leader.

- * Leaders' actions are based on clearly articulated principles, not on self-interest or the desire to achieve or remain in office.

- * Leaders respect the organization's guiding principles, legal structure, and traditions.

- * Leaders accept the fact that they do not know everything and are eager to learn and grow. They seek advice from others with more knowledge and experience in specific areas and are not too proud to admit that they need help.

- * A leader does not hesitate to admit to having made a mistake and apologizing.

- * Leaders foster leadership in others. They are concerned with developing the next generation of leadership, even if some of those potential leaders may mount a challenge.