

UNDERSTANDING LEADERSHIP

Are we all leaders?

Absolutely! The concept that "we are all leaders" reflects the idea that leadership is not confined to a specific title or position within an organisation. Instead, it's a mindset and a set of behaviours that anyone can embody, regardless of their role or level of authority.

In various aspects of our lives, whether at work, in our communities, in volunteer roles, or within our families, we have opportunities to demonstrate leadership. This could involve taking initiative, inspiring others, solving problems, or simply leading by example through our actions and behaviours.

Even in situations where we may not have formal authority, we can still influence others and contribute positively to our environments. By being authentic, demonstrating integrity, and aligning our actions with our values, we can effectively lead and make a difference in the lives of those around us.

Ultimately, embracing the idea that we are all leaders empowers individuals to feel included and take ownership of their actions, contribute to positive change, and collectively work towards shared goals and values.

What is values-based leadership?

Values-based leadership is a style of leadership that prioritises guiding principles, ethics, and personal values as the foundation for decision-making and actions. Rather than solely focusing on achieving specific outcomes, values-based leadership emphasises the importance of integrity, authenticity, and the alignment of personal and organisational values. This extends to volunteer roles too.

Leaders who adopt this approach often encourage open communication, foster a culture of trust and accountability, and strive to create a positive impact on their people and communities. They lead by example, demonstrating commitment to their values through behaviours, which helps to inspire and motivate others to do the same.

Values-based leadership requires leaders to be vulnerable, self-aware, empathetic, and willing to make challenging decisions that are in line with their core values and principles.

"A brave leader is someone who says I see you. I hear you. I don't have all the answers, but I'm going to keep listening and asking questions." - Brene Brown