

Some generalisations around leaders

Most leaders...

1. Do not perform the role of leadership at all – they behave as managers.

My view:

2. Do not have a positive organisational context in which to perform the role and develop the key skills.

My view:

3. Are too keen to rip up the old ways and impose their own new ways of working.

My view:

4. Don't understand that 'people will support that they help to create'.

My view:

5. Lack the vision to really engage and inspire people to follow them on what is often a difficult journey.

My view:

6. Absolutely rely upon on the competence and commitment of their immediate reports.

My view:

7. Lose their desire to learn and develop at just the wrong time – when they are in stretch roles.

My view:

8. Are unable or unwilling to confront barriers to creating change – human and otherwise.

My view: