



Strategic Leadership

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**Bangladesh
Center for
Communication
Programs**



Leadership Definition

R W Griffin: Leadership can be defined as the ability to influence others

Keith Davis: Leadership is the process of encouraging and helping other to work enthusiastically towards objective

Koontz and O'Donnell: Leadership is the process of influencing people so that they will strive willingly towards the achievement of group goals





Leadership Descriptions

The Leadership Despite the differences of opinion, we can provide a broad definition of leadership which describes as; leadership is a special ability. A person who leads or influences a group of people or community towards his/her opinion is called a leader





Leadership

The Leadership

It is such a process of social influencer that brings a person to become able to mobilize cooperation and support of others.

In another way, leadership opens the way for people through which they can contribute for making things from **ORDINARY** to an **EXTRAORDINARY** things





Importance of Leadership

Importance of leadership

In all stages of our life deals with state, organization, production factories and in the sports field, the role and contribution of leadership is obvious





Effective Leadership

Effective Leadership

1. Effective leadership is the ability to coordinate and maximize the resources available in the internal and external environment to achieve institutional and social goals.
2. An effective leader is a person who has the ability to consistently succeed in any situation and is recognized as meeting the expectations of an organization or society.





Leadership Qualities

Three key qualities of a person who leads

1. S/he inspire follower and share vision
2. S/he mobilizes followers to work following the shared vision
3. S/he mobilizes followers to overcome barriers and inspire to work following the shared vision

**A notable quotes of the USA president Eisenhower's describes as,
"Leadership is a special art of doing what you want to do with others"**





Leadership Types

Leadership: 3 different types

- The political leadership
- The administrative and management leadership
- The specialized and expertise leadership





Beyond Imagination





Leadership Skills

Leadership: 10 skills

- **Communication:** Provide information and listen to others
- **Mobilization:** Getting people beside to work achieving leader's goal
- **Delegation:** Trust others and get the job done
- **Positive mind:** Maintain positivity irrespective to the situation and circumstances
- **Trustworthiness:** Get trust of others





Leadership Skills

...leadership: 10 skills

- **Creativity:** Follow creative way of solving problems
- **Feedback:** Leadership never occurs in vacuum. People, dialogue, feed back and feed-in to require
- **Responsible leader:** Takes responsibility of the follower and their work
- **Commitment:** Committed to people, purpose and to the work
- **Flexibility:** Leader's flexibility will attract others and getting things done





Management Skills

Process related issues

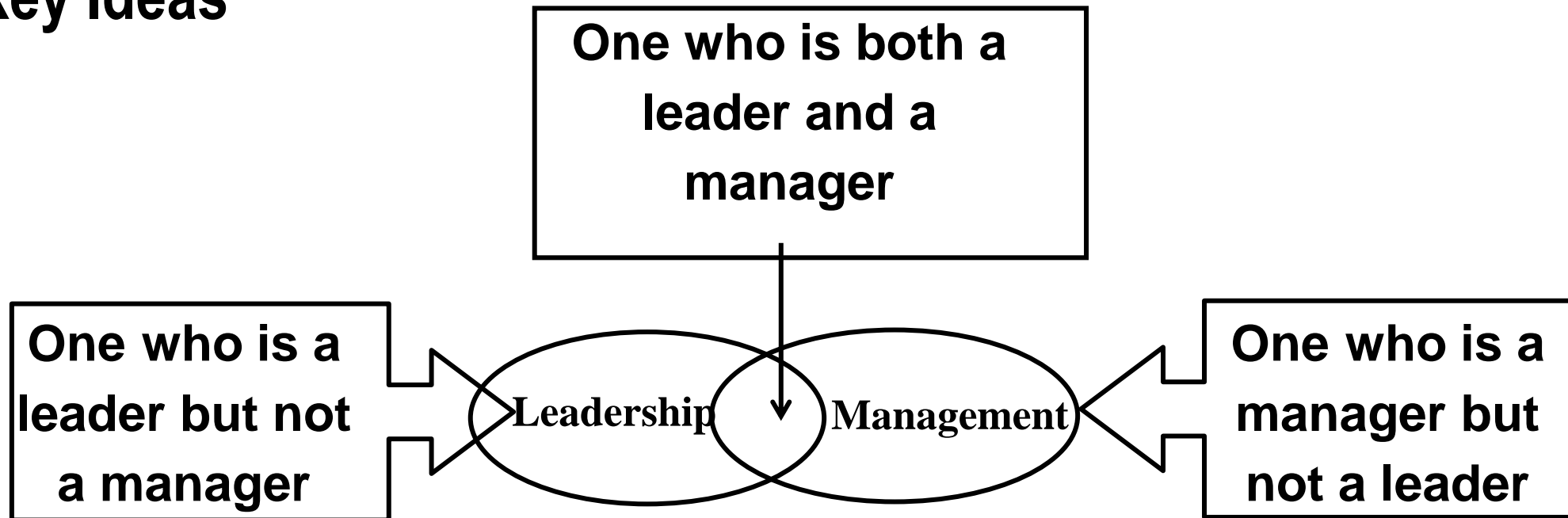
- Management is to operate and control over an issue or person which is Objective oriented
- But management is more focused on issues compare to person which is Subjective oriented





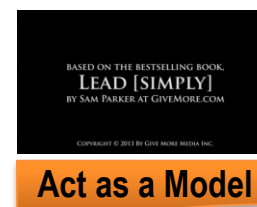
The Management

Key Ideas





Leadership is all about change





Leadership and management skills compared

Management

1. Select staff
2. Plan
3. Budget
4. Control processes
5. Solve problems

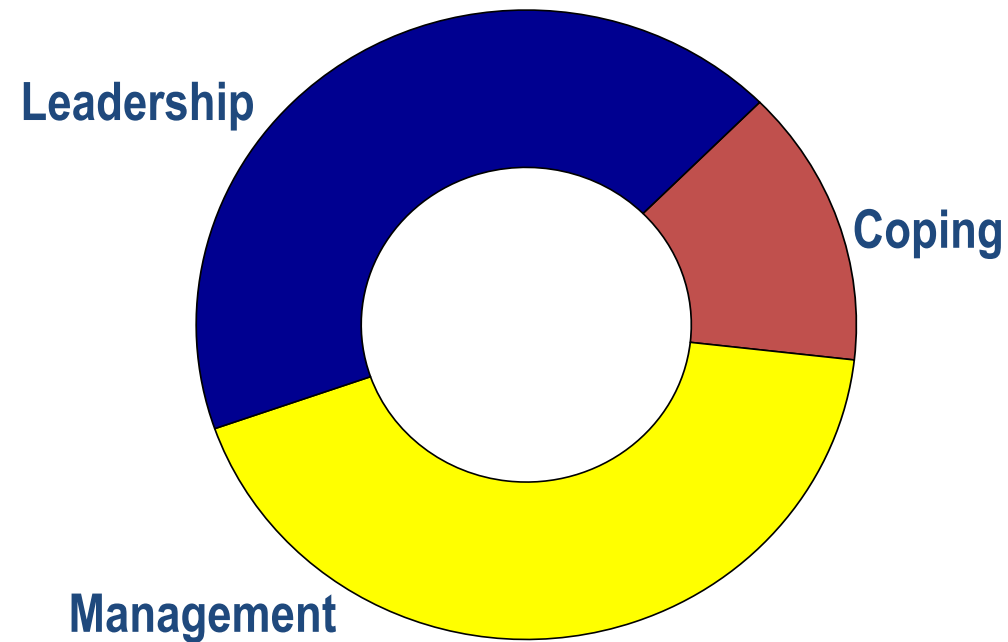
Leadership

1. Sharpen personal mastery
2. Align people, resources and practices.
3. Inspire shared visions
4. Promote teamwork
5. Nurture values, organizational climate and systems thinking
6. Enable others to act





Leadership and Management should complement each other





How can we listen better?

OM - We can listen better if we keep
Empathetic listening



Attentive listening
Selective listening
Pretend listening

Not listening





Don't just think "outside of the box" -throw the box away!





Do not let the available tools define the problem!





Where do leaders operate

	Urgent	Not Urgent
Important	1	2
Not Important	3	4

... effective leaders focus on quadrant # 2





Why Leaders Fail & When They Fail!

- **Failure to unleash teammate's passions.**
- **Failure to share vision & engage others to achieve that.**
- **Failure to challenge their intellect.**
- **Failure to engage their creativity.**
- **Failure to inspire innovation.**
- **Failure to develop their skills.**
- **Failure to make them 'feel good' and 'look good'.**
- **Failure to take care of them.**





...why Leaders Fail & When They Fail!

- **Failure to ensure operational effectiveness.**
- **Failure to recognize their contributions.**
- **Failure to increase their responsibility.**
- **Failure to keep commitments.**
- **Failure to balance between expertise & professional maturity.**
- **Failure to develop next generation leaders.**
- **Failure to reinvent & embrace change.**





Operational Effectiveness: What does it mean?

“One Eye to Telescope, the other Eye to Microscope”





Operational Effectiveness: Addressing Dysfunctions of TEAM

5 Dysfunctions

1. **Absence of Trust.**
2. **Fear of Conflict.**
3. **Lack of Commitment.**
4. **Unwillingness to Hold Each Other Accountable.**
5. **Inattention to Results.**

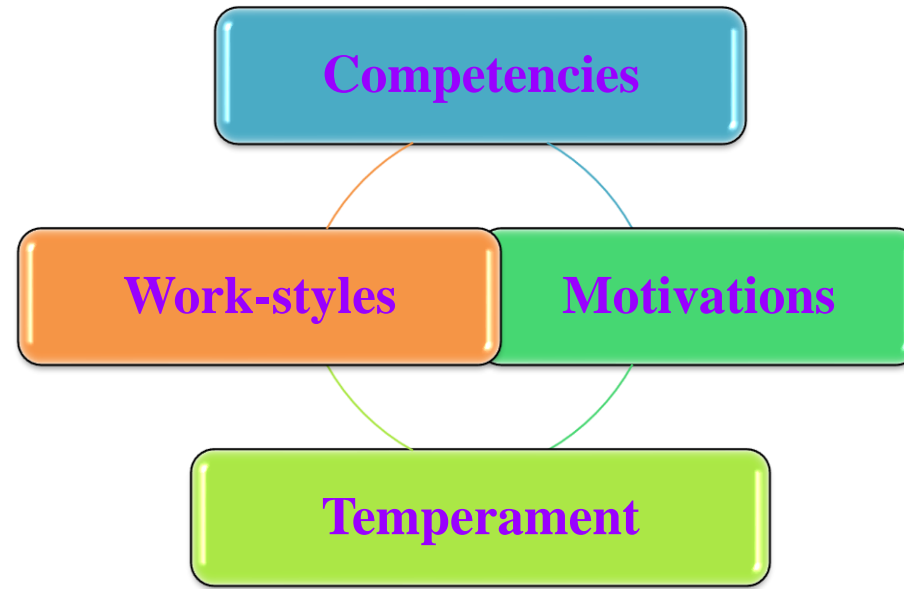




The Major Challenge

Managing colleagues with

- different competencies
- different work-styles
- different motivations
- different temperament



Anyone can hold the helm when the sea is calm.

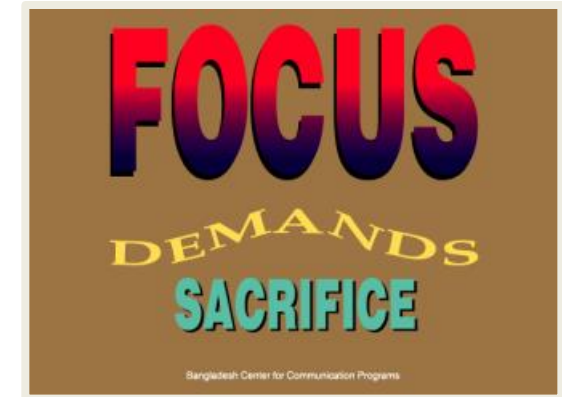
A leader is one who knows the way, goes the way, and shows the way!





Other Challenges

- Having a shared vision and stay focused.
- Paying attention to results, deliver on time with high quality at an appropriate price.
- Listening to unhappy staff members, hold “team spirit”.
- Providing “career” opportunities to young talented professionals.
- Delegating and Inspiring.





The Greatest Lesson Learned...

THINK BIG!
S T A R T S M A L L



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