Module 1: Leadership

Recap

Congratulations on reaching the end of this module. Now let's review everything you have learned!

1. The Concept of Leadership

What is Leadership?

· Motivating and guiding individuals or groups to achieve common goals.

· Influencing, setting a vision, and providing direction and support.

Types of Leadership:

· **Transformational:** Inspires extraordinary outcomes.

· **Transactional:** Focuses on performance with rewards/punishments.

· **Servant:** Prioritizes team needs.

· **Autocratic:** Centralizes decision-making.

2. Exploring Positive and Negative Leadership

Positive Leadership:

· **4Ps by Kim Cameron:**

Positive Climate: Promotes shared positive experiences.

Positive Relationships: Enhances vitality and learning.

Positive Communication: Uses affirming and supportive language.

Positive Meaning: Finds significant purpose in work.

· **The Flourishing Triangle by Jane Dutton:**

Positive Emotions: Joy, gratitude, pride.

Positive Connections: Meaningful interactions.

Positive Meaning: Finding value in work.

Negative Leadership:

Involves destructive behaviors like abusive supervision and petty tyranny.

Damages morale, reduces productivity, increases turnover.

Important to understand and mitigate to promote healthy environments.

3. Self-Concept and Self-Esteem in Leadership

· **Self-Concept:** Understanding strengths and areas for improvement.

· **Self-Esteem:** Confidence and positive outlook.

Key Qualities of Effective Leaders:

· **Emotional Intelligence:** Empathy and navigating dynamics.

· **Decisiveness:** Making informed decisions and taking risks.

· **Communication:** Active listening and clear expression.

· **Integrity and Accountability:** Ethical actions and responsibility.

· **Influence and Inspiration:** Motivating others.

· **Adaptability and Resilience:** Handling change and setbacks.

· **Courage and Confidence:** Challenging the status quo.

· **Commitment to Growth:** Personal and team development.

· **Team Building and Collaboration:** Fostering belonging and recognizing strengths.