# My Leadership Credo

## Leadership Characteristics

- **Integrity.** They consistently act according to their principles, not only in front of an audience, but also when nobody would notice they did otherwise.

- **Conviction:** They have a clear understanding of the organization's goals, and make decisions taking them into consideration. That sometimes leads to select an approach to resolve a conflict that has not been followed in the past, or that requires dismissing an existing standard procedure.

- **Flexibility:** They do not try to apply the same solution to every problem. They collect as much information as possible about the background and the details of the problem before making a decision, and they are happy to ask others for ideas. They are and open-minded enough to consider opinions from individuals that are completely new to the problem, to the company, or even to the industry.

- **Communication:** They boost effective, but fluid and informal communication as that helps the team members to feel confident enough to express their opinions, suggest new ideas, and provide feedback to peers and managers, which is essential to achieve an optimal team performance.

- **Empathy:** Since attitude is more important to achieve excellent results than knowledge or experience, they are empathetic to each of their team members concerns, not only on the professional side, but also -and more

## Leadership Principles

What They Need To Be.

- **Technically proficient**
  They know their job and have a solid familiarity with their employees' jobs.

- **Focused on solutions**
  When analyzing problems, they do not spend time blaming the originator of the problem, but they quickly start looking for the solution.

- **Proactive**
  They address issues before they become problems. They look for sources of possible conflicts and deal with them.

- **Inspiring**
  Leadership is about behavior, not about position. They set an example, because that is the best -if not the only- way of influence others. Actions speak louder than words.

- **Predictable**
  They may be flexible and even very creative in selecting the approach to resolve a particular issue, but they are not flexible in regards to values. They would never even consider the possibility of applying a feasible solution that would require going against their values.

- **Humble.**
  No matter how many recognitions they had for their performance in the past, there is always room for improvement. And when they make a mistake, they admit it, apologize for the inconveniences

importantly- on the personal side. This way the members feel more engaged in the team, they are more likely to share the leader's vision, and less likely to become an element able to derail the entire team's climate.

caused, and start thinking about what could have be done better to minimize the possibility that the same mistake is made again.

## What They Need To Do.

- **Common interest.**
  There is nothing as strong as a team's spirit. Unity is strength, so when thinking about solutions, they always place the team's interest first, and individual interest last.

- **Personal and professional development.**
  They always keep their followers informed of the mission, the changing situation, and the overall picture. They develop the leadership potential of their followers. They seek and accept responsibility, but they also develop a sense of accountability, ownership and responsibility on each of their team members. They provide employees with the resources they require and the freedom they need to get the job done, so they held accountable and feel they are an important element of the team.