

Leadership Theory

(People do not care how much you know, they want to know how much you care-Alexander G.)

Four critical characteristics of effective leaders(Private communication)

- 1 Courage (make hard decisions, stick to them)
- 2 Loyalty (Upwards and downwards, without hesitation)
- 3 Integrity (In little as well as large things, be above reproach)
- 4 Knowledge (Know your people, know their fears, dreams & strengths, know your mission)

Quotable quote

“The people are fashioned according to the example of their king and edicts are less powerful than the life (example) of the king”

Claudian, c. 365, Egyptian epic poet

Ten Commandments of Leadership

- Search out challenging opportunities to change, grow, innovate and improve.
- Experiment, take risks, and learn from the accompanying mistakes.
- Envision an uplifting and enabling future.
- Enlist others in a common vision by appealing to their values, interests, hopes and dreams
- Foster collaboration by promoting cooperative goals and building trust.
- Strengthen people by giving power away, providing choice, developing competence, assigning critical tasks and offering visible support.
- Set the example by behaving in ways that are consistent with shared values.
- Achieve small wins that promote consistent progress and build commitment.
- Recognise individual contributions to the success of every project.
- Celebrate team accomplishments regularly.

(Source: Kouzes JM and Posner BZ 1995 *The Leadership Challenge*)

Being a Great Safety Leader

Elevate safety in your personal and professional priority list

Set the safety example

Send messages to your people about what you expect and value in safety

Place safety as the first agenda item of every meeting you conduct

Have regular safety meetings with your people

Reward / re-inforce good safety performance

Respond positively when safety issues are raised

Have regular safety inspections

Ensure risks are assessed & controlled