

What Makes a Good Leader

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There is no one formula for leadership. There are all types of leaders: cheerleaders, innovators, visionaries, builders, organizers, implementers, to name a few. Some are charismatic, others quiet who lead by example. Some are larger than life, others place the attention on their staff.

What is clear is that the best leaders do not fit one mold. Rather, it is essential that leaders be authentic, true to themselves, maximizing their strengths and building a balanced team taking into account their strengths and their weaknesses.

The key elements of leadership: strategic planning, vision, innovation, creativity, financial management, motivation and inspiration cannot be satisfied by any one individual, but nevertheless they must be possessed by the leadership team.

That is why one key element of leadership is to select the "right" people, those who share the leader's values, a commitment to the organization and its mission, corporate culture and work style, but who bring different perspectives and skills. These collective skills create a stronger team which will produce greater success. The team members must be similar in values, work ethic, and management philosophy to produce a consistent and unified approach and direction, but diverse enough in skills and styles to meet all of the organizational needs.

The most successful leaders know their strengths and weaknesses, possess self awareness, and are confident enough to surround themselves with strong, highly skilled people who complement them and one another. They never fear the competence of others, rather they are comforted by it.

Equally important, these leaders create an environment where their team members feel comfortable to express their views appropriately, positively and constructively, challenge views they do not agree with, and are comfortable to provide feedback to the leader even when it is not what the leader wants to hear.

Shared values, diverse skills and an environment which fosters the expression of divergent views, now that's a formula for success.