



“recognises that successful leaders are driven by a desire to be of service to others and to nurture, guide, develop and help them to improve and succeed”

A spirit of leadership is found in those whose convictions are rooted in personal responsibility, kindness and justice. It recognises that successful leaders are driven by a desire to be of service to others and to nurture, guide, develop and help them to improve and succeed.

A range of leadership skills are marshalled and employed to influence and enlist the support of individuals, teams or communities in the achievement of a shared objective.

Strategic thinking and analysis of both the current situation and the objective enable the creation of a route map for achieving that objective. Self-belief and an ability to gather and process ideas, set direction, and create and share a vision that is exciting and dynamic inspires others to take action and to share ownership. The capacity to generate a sense of belonging in others leads to team members feeling valued for their contributions and taking pride in their efforts and achievements.

A person living out a spirit of leadership demonstrates personal literacy in understanding and employing both their own skills and abilities and those of their team to the greatest effect. Self-confidence, determination, motivation, intuitive decision-making, persuasion and negotiation and creative problem solving are all in evidence as is the ability to spot opportunities and take calculated risks. Self-awareness and emotional-literacy allow for confident tempering, analysis and expression of emotions both for the leader and those that they lead.



THE ROUND SQUARE DISCOVERIES IN THE CONTEXT OF LEADERSHIP		© 2017 Round Square
Communication Skills 	Round Square Explorers understand that effective leaders consult with, and listen to, the views of those that they lead. They seek to empower and enable others to communicate, have the capacity to create and share exciting and dynamic vision, and use a variety of communication skills to inspire and encourage action and shared ownership.	
Inquisitiveness 	Round Square Explorers are willing and able to lead others, and create space for others to lead, in a collaborative and co-constructive environment. They ask and answer questions of those that they lead, take time to investigate issues and consider all possibilities before making decisions.	
Appreciation of Diversity 	Round Square Explorers are committed to ensuring that they promote, lead and model inclusive behaviour. They encourage and celebrate difference and otherness in the teams that they lead, and understand the benefits of building a diverse community	
Ability to solve problems 	Round Square Explorers have the ability and confidence to think clearly and creatively to lead the way in tackling a problem. They Invite, listen to, and act on, the counsel, suggestions and opinions of others, and are ready to collaborate and consider all alternatives to find the best possible solution(s) given the circumstances.	
Sense of responsibility 	Round Square Explorers take responsibility for their own self-management and are ready to be held accountable for their actions or decisions. When leading others they accept their duty to be of genuine service, ensuring their actions and decisions are considered, informed, appropriately collaborative, and in the best interests of those that they lead.	
Self-awareness 	Round Square Explorers develop personal mastery and an understanding of their own leadership abilities in the context of the wider world. Their decision-making, both for themselves and in leading others, is improved through understanding how personal attitudes, biases and beliefs can influence the choices they make.	
Tenacity 	Round Square Explorers develop a steadfast belief, both in their own leadership ability and that of others. They set and focus on realistic goals that require effort, commitment and persistence, leading to optimism and confidence when faced with future challenges.	
Courage 	Round Square Explorers demonstrate courage in their convictions, embracing, initiating and leading action and change where it is needed in order to develop or improve. They encourage feedback and debate (with a preparedness to listen and learn), give credit to others, and are ready to be held accountable for their decisions, and the actions of those they lead.	
Commitment to sustainability 	Round Square Explorers demonstrate a commitment to sustainability through leading by example in their actions, holding themselves accountable for reducing waste and increasing efficiency. They consider how leadership actions and decisions affect people and the environment, and see the capacity of positive leadership to change habits.	
Teamwork 	Round Square Explorers inspire and empower in others a positive team-working style that recognises, values, coaches and respects the personal strengths of team members, combining individual attributes, skills and talents to greatest effect. They invite collaboration, understanding that a team may have many leaders.	
Inventiveness 	Round Square Explorers become innovative leaders: inventive in their own actions and decisions and capable of inspiring, encouraging and acknowledging creativity in others. They are prepared to experiment and try new approaches, seeking input from others to achieve creative solutions to problems and lead the generation of new ideas.	
Compassion 	Round Square Explorers demonstrate compassion in the leadership roles they undertake, by caring about the people they lead, considering their needs, exercising humility and emotional intelligence. They learn that effective leaders inspire people with purpose, hope, optimism and energy because they listen, empathise and connect.	