**Reflection – your experiences of leadership**

Prior to working through the resource we would like you to take some time to reflect on the leadership of three individuals who you thought were effective leaders. In doing this it is worthwhile noting that leadership occurs at many layers in organisations – from senior leadership teams to leadership of task focused delivery teams. Take 15 – 20 minutes to answer the questions below.

|  |  |  |  |
| --- | --- | --- | --- |
|  | Leader 1 | Leader 2 | Leader 3 |
| 1. Which leaders have engaged with during your career who you thought were particularly effective? |  |  |  |
| 1. What was it about what they did which had a positive impact on you? |  |  |  |
| 1. In less than 10 words how would you characterise their leadership? |  |  |  |
| 1. What behaviours did they demonstrate in their leadership approach? Be as specific as you can when identifying behaviours – for example it is easy to write “communicated” as a behaviour, but can you identify what it was about the communication which was effective. |  |  |  |
| 1. What attitudes did they display which made their leadership standout? |  |  |  |
| 1. How did they enable others around them to deliver effectively? |  |  |  |

Identify 5 key characteristics which you think made these leaders effective.

1.

2.

3.

4.

5.