



**South Dublin
CHAMBER**
IN BUSINESS FOR BUSINESS

Seminar on Leadership

**South Dublin Chamber's
Don't Lunch Alone Programme**

hosted by
DCU Ryan Academy

Sponsored by
Citywest Business Campus

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South Dublin Chamber***



Objective Of This Seminar

This seminar presents the key issues relating to leadership and how you can use this information in the leadership challenges in your business.



Today we will look at:

- What is a leader?
- Types of leaders
- Myths about leadership
- Challenges to leadership
- Leadership in management
- The Manager's role
- Leadership in business
- Improving leadership in business
- Follow your instinct



What type of leader are you?

- Clears bed with one bound
- Gets out of bed quickly
- Falls out of bed
- Stays in bed



Nurture v Nature





“A leader is a dealer in hope”

Napolean Bonaparte





**“As we look ahead leaders will
be those who empower others”**

Bill Gates





What is Leadership in a business environment?

- Autocratic
- Group Oriented
- Consultative



Types of Leader

- ✓ **Transformational Leader**
- ✓ **Transactional Leader**
- ✓ **Follow the Crowd Leader**
- ✓ **Participative Leader**
- ✓ **Messenger Leader**



Myths about Leadership

Leaders are great coaches.

In most cases many good leaders don't have the ability to impart the skills needed by another.



Myths about Leadership

Leaders make businesses successful.

Not always, depends on many factors in the businesses.



Myths about Leadership

To get to the top you need to be a leader.

Not necessarily, there are many other factors that take you to the top.



Myths about Leadership

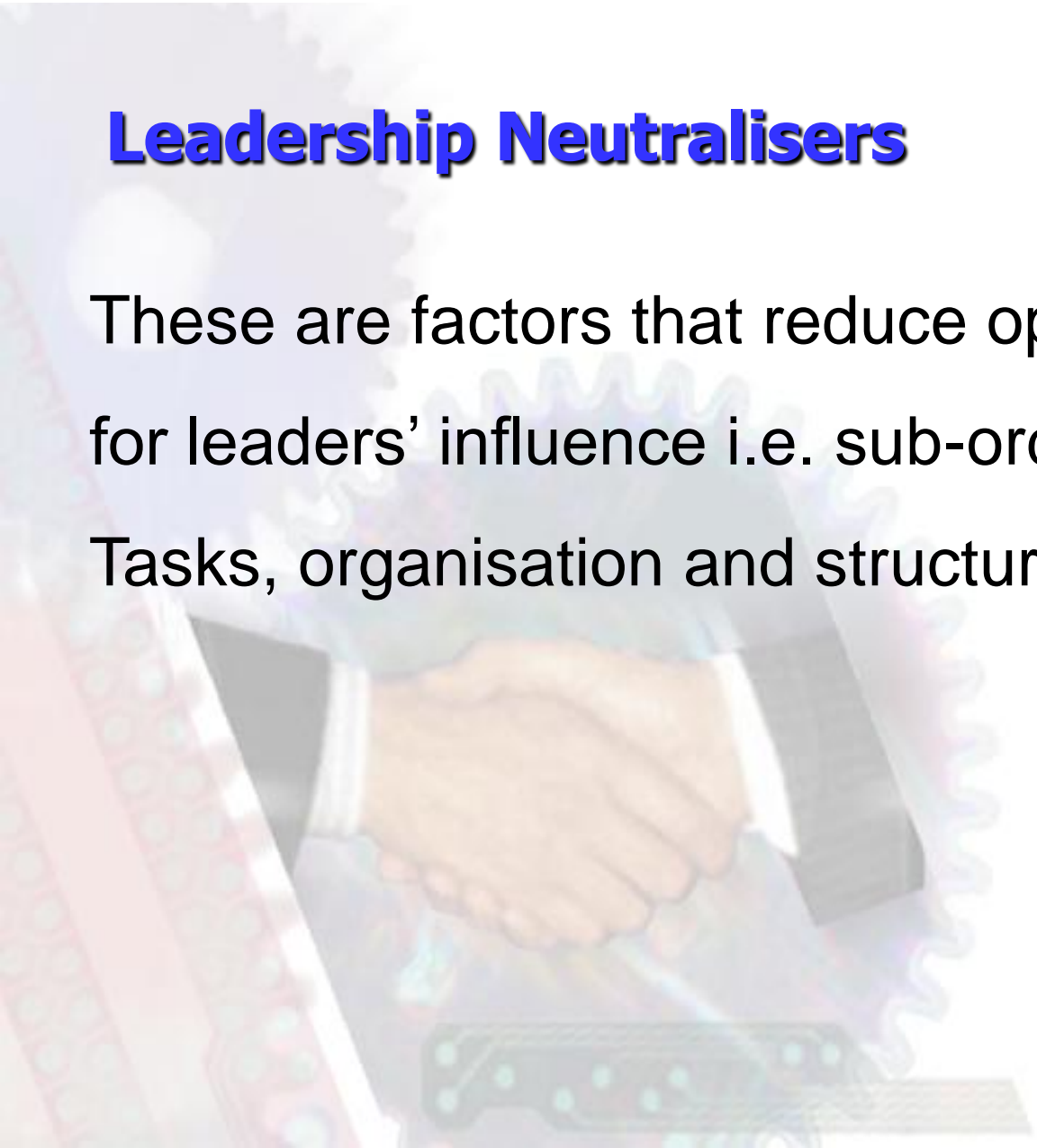
We all can be leaders – not true.

Many people are successful without wanting or ever being leaders. Some people do not have the abilities or the commitment required.



Leadership Neutralisers

These are factors that reduce opportunities for leaders' influence i.e. sub-ordinates, Tasks, organisation and structure.





Substitutes for leadership are factors that help make leadership unnecessary i.e. self-management, self-leadership, autonomous work groups and professionalisation.



Leadership as a Tool for Good Management

- **Management is about managing complexity**
- **Leadership is about coping with change.**



The Manager's Role

Formal Authority & Status

Interpersonal Roles

- Figurehead
- Leader
- Liaison

Informational Roles

- Mentor
- Disseminator
- Spokesperson

Decisional Roles

- Entrepreneur
- Disturbance Handler
- Resource Allocator
- Negotiator



The Scarcest Resource

The scarcest resource managers have to allocate is their own time.

A typical day has too many meetings, constant interruptions and distractions.



Poor leadership in business can be seen as leaders who

- **Manipulate**
- **Exclude**
- **Are confrontational**
- **Not open or accessible**
- **Rude and arrogant**
- **Poor communicators**



Poor leadership in business can be seen as leaders who

- **Take credit personally for team or business effort**
- **Closed mind**
- **Unclear or unable to share vision for business**
- **Want only short-term successes, task orientated**
- **Don't listen**



A good business leader should

- **Build confidence**
- **Be people focused**
- **Respectful, transparent, consistent and honest**
- **Have a clear well articulated vision and a road map to make it happen that is known and understood**
- **Be self-confident and charismatic**
- **Be assessable, listen and considerate of others views**



A good business leader should

- **Be positive and team orientated**
- **Shape learning**
- **Identify talent**
- **Take ownership of results**
- **Have the ability to bring the best out of people around them**
- **Have pride in the business service or product and the team**



Can Businesses Develop Leaders Who Can Manage?





Business Structure

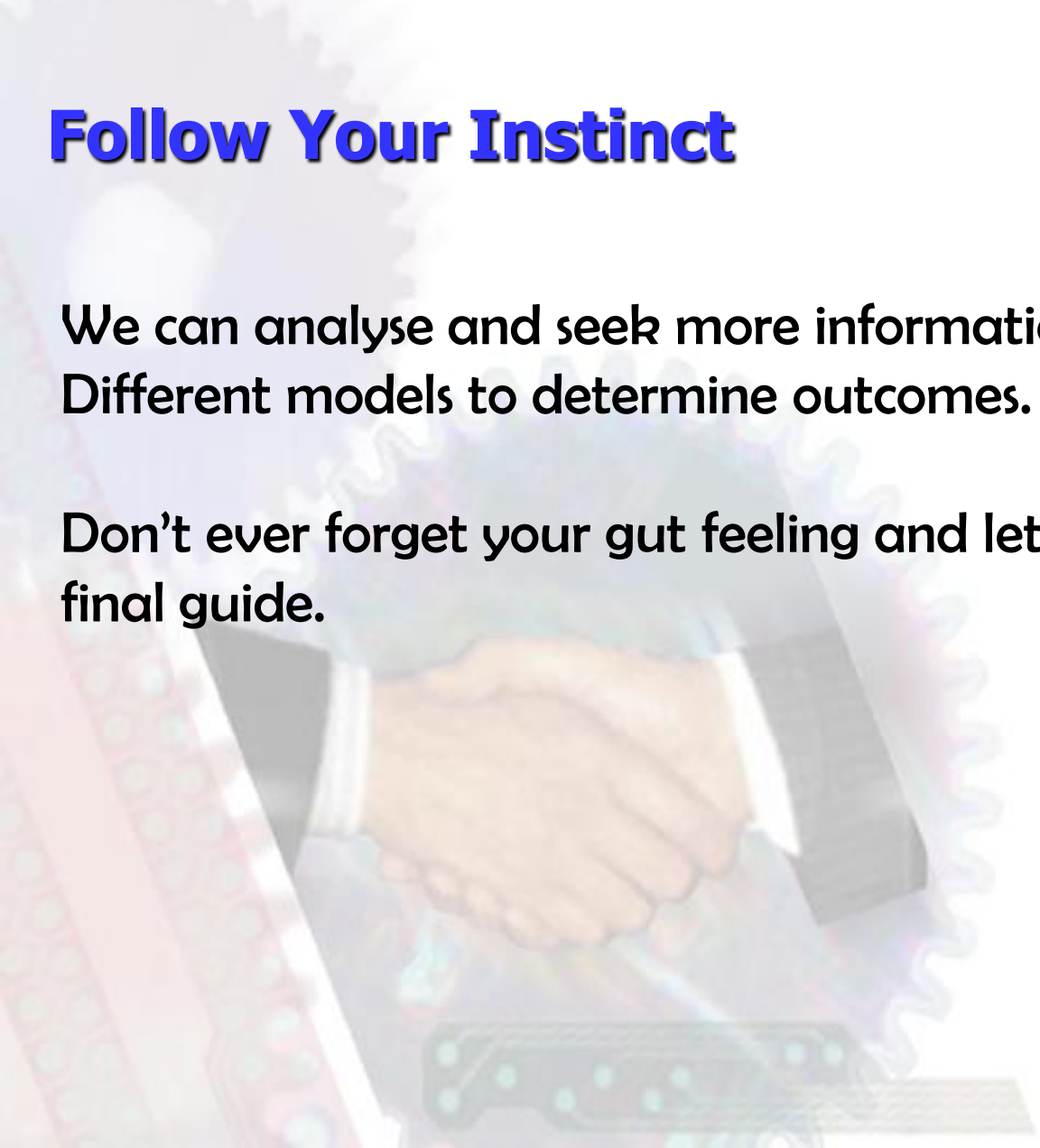
- **Decision making**
- **Resource allocation**
- **Team members**
- **Freedom**
- **Rewards and honours**



Follow Your Instinct

**We can analyse and seek more information and apply
Different models to determine outcomes.**

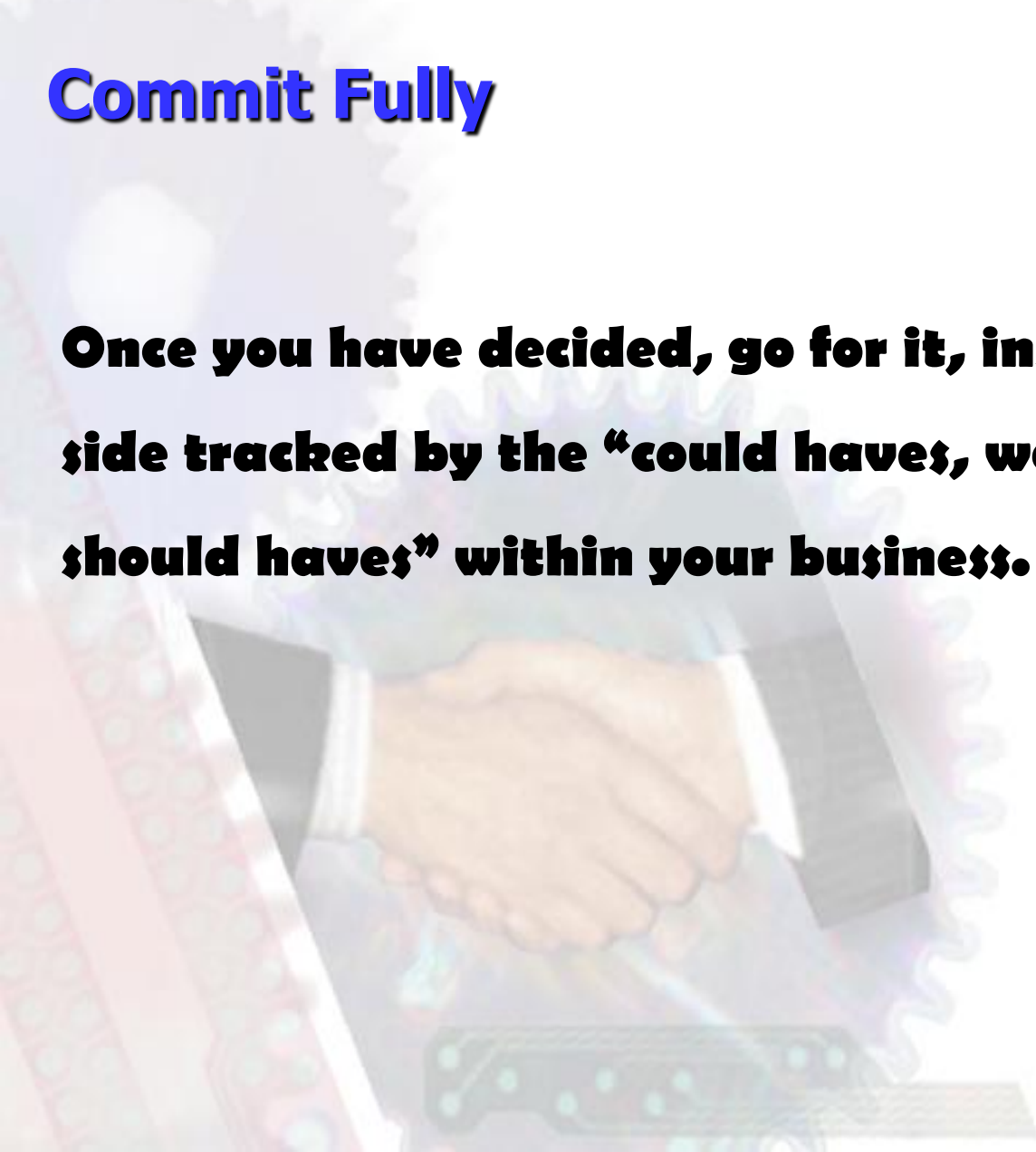
**Don't ever forget your gut feeling and let it be your
final guide.**





Commit Fully

Once you have decided, go for it, instead of being side tracked by the “could have, would have and should have” within your business.





Conclusion

Today we have looked at:

- What is leadership
- Different types of leadership
- Myths about leadership
- Barriers to leadership
- Leadership as part of management
- Leadership in business
- Developing leadership in business
- Follow your instinct

The Leader of the Future

“The willingness and ability to involve others and elicit their participation because tasks will be too complex and information too widely distributed for leaders to solve problems on their own”

Edgar Schein

A background image showing a close-up of two hands shaking in a firm grip. The hands are wearing dark suit sleeves with white cuffs. The background is slightly blurred, showing hints of a red and white patterned surface on the left and a blue and white patterned surface on the right.