Speech outline Leadership at Work place

The criteria for good leadership are grouped into five entities: trust and respect, collaboration and networking, diversity and individuality, competence and development, and renewal and engagement. The criteria are applicable to all public sector organizations, regardless of industry. They can also be used, where applicable, in private companies. They are suitable for management and supervisors at different levels of the organization. It is also important to involve the staff in the management evaluation so that the entire work community can be involved in the development work. Change requires all public sector actors. Leadership through learning is effective. Educators are leaders. Like coaches, professors, etc. Usually people who train others are leaders. This is why anyone interested in leadership should try to become a coach. Trust, appreciation, cooperation, networks, diversity and individuality are the core essence of leadership at work place.

1. TRUST AND APPRECIATION

Confidence-building leadership is needed so that people can work together in a constructive way to accomplish the core mission of the organization.

1. In particular, trust is needed between management and staff to develop a well-functioning and productive work community. Trust requires fair decision-making and treatment.
2. In the workplace, the importance of trust and fair management is particularly emphasized in changes that involve uncertainty about the future. Trust is part of the social capital of the work community.
3. Strong internal trust enables a creative and actively developing work organization.
4. In the work community, trust is fostered through fair management, adherence to agreed practices, respectful interactions, responsibility, honesty and open communication. Being involved in different networks both requires and builds trust.

CRITERIA:

Operations are open and transparent, goals are shared, and information is accessible to all.

Management shares responsibilities and powers at the same time.

Workplace ethics.

It is safe to talk openly in the workplace.

Leadership is perceived as fair.

Everyone is valued in the workplace.

2. COOPERATION AND NETWORKS

1. The importance of co-operation and participation, both among staff and in relation to customers and partners, is constantly growing. Increasingly, the focus is on a network of diverse actors that is changing.
2. Collaboration, cross-border expertise and networking create new opportunities for innovative, customer-driven services.
3. From the perspective of work communities, cross-border, multi-professional collaboration is the only way to deal with the equation of dwindling resources and more complex problems. From a management perspective, the increasing need for collaboration requires that cooperation be made possible and managed.

CRITERIA:

Management, staff and service users work together to achieve operational efficiencies.

The organization values ​​the skills of the work community: willingness and ability to work in a constructive way in the work community, with the support of supervisors and colleagues.

Policies are agreed and committed to.

Operations within and outside the organization are appropriate and purposeful.

The different levels of the organization are aware of the requirements of the principles of political guidance and good governance for leadership.

3. DIVERSITY AND INDIVIDUALITY

1. Diversity refers here to the wide variety of workplaces, work communities and clientele, including people of different ages, men and women, people from all walks of life, families with and without families, people with disabilities, people with different knowledge, experience and cultural backgrounds; . Some diversity is visible, some is not.
2. However, it is not meaningful to identify individuals as employees or clients primarily through differences. At its best, diversity is a natural part of an organization.
3. Management's attitudes and views on diversity are strongly reflected in the entire work community and organizational culture, as well as in the quality of service experienced by the customer base.
4. Leadership creates the conditions for the well-being and participation in the workplace of different people and people in different life situations. Diversity is seen as a factor in the quality and success of working life.
5. Leadership recognizes and recognizes individuals' diverse experience, expertise, expertise, and views as important assets of the organization.

CRITERIA:

Staff diversity is seen as a resource that contributes to the development of policies and services.

The organization recognizes and harnesses people's diverse skills, experience and backgrounds.

Leadership guarantees equal opportunities, rights, duties and treatment.

Leadership supports the involvement of people with different abilities and resources.

Leadership allows you to work flexibly in different situations in life.

4. KNOWLEDGE AND DEVELOPMENT

1. By developing expertise, organizations and work communities will succeed in their core mission now and in the future.
2. Competence develops itself through learning at work and in the workplace, but it can also be developed through a variety of methods. These include feedback and development discussions, induction and job guidance, staff training and coaching, projects and development projects, conferences, visits and networks, and work guidance, on-the-job learning and career paths.
3. Leadership ensures that competence is strategy-driven and meets the organization’s core tasks now and in the future. Proactive competence development is a key factor in the success and well-being of an organization and its staff. Competence development needs to be managed and addressed from the perspective of both the individual and the organization.

CRITERIA:

The organization anticipates the kind of skills needed in the future.

Competence development has been led and the goals have been concretized.

Tasks and division of labor support learning and renewal.

The work community provides continuous, actionable feedback.

Competence development and sharing is everyone's responsibility.

5. RENEWAL AND INCLUSION

1. True change and renewal do not occur solely through top-down leadership, but are created through collaboration between different actors, through the personal experiences of individuals.
2. Successful renewal requires active and conscious leadership. Objective-oriented renewal is systematic and predefined (top-down). Policy-driven reform is often more flexible, faster and more local (bottom-up). Both are needed.
3. Ideally, models meet and come to fruition at the same time. From the point of view of management, it is important to understand that when one is merely subject to change, change is often perceived as a threat or even a scary thing. Change becomes inspirational when you have the opportunity to be active in it.

CRITERIA:

The skills, ideas and experiences of the personnel will be used in the renewal.

The expertise and experience of service users will be utilized in the development of operations.

Management and supervisors inspire staff to try new ways of working.

Management will coordinate the implementation of the reform and ensure its dissemination.

The impact assessment of the reforms will also monitor the well-being of the personnel.

Conclusion

Studies of traits conducted prior to this did not take into account how exactly one trait is used by leaders. Some leadership traits were given more attention than others, but this did not prove anything. It is important to find and explore specific traits that are more important than others. By narrowing the list of traits, it would be easier to identify potential leaders. In addition, it would be easier to identify those who are considered great leaders in history.

The traits a leader possesses must be appropriate to the situation in which he functions. In essence, this means that leaders in one situation do not have to be leaders in other situations. This means that it is worth considering the scope of work, regional characteristics, etc.

Today, the theory has a more or less clear list of features that a leader should possess. However, it is worth considering that research is still ongoing. For example, in recent years, charisma has been recognized as a very important feature for a leader .

Work cited

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