

UHMT1012 GRADUATE SUCCESS ATTRIBUTE



UTM
UNIVERSITI TEKNOLOGI MALAYSIA

CH6 LEADERSHIP & TEAMWORK SKILLS

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At the end of the course, students should be able to demonstrate professional sense of shared purpose on attitude and behavior of leadership and work group.

LEADERSHIP



**The best of all leaders is the one who helps people.
So that, eventually they don't need him.
Then comes the one they love and admire.
Then comes the one they fear.
The worst is the one who lets people push him around.
Where there is no trust, people will act in bad faith.
The best leader doesn't say much, but what he says carries
weight.
When he is finished with his work, the people say;
It happened naturally.**

Lao Tzu (550 BC)

WHAT IS LEADERSHIP?



“The art of getting people to do what they really don’t want to do and don’t feel equipped to do against a timeline they don’t believe in, with risks that scare them, to achieve an objective they believe at the beginning to be impossible.”

— Eric Gregory

LEADERSHIP

is a process whereby an individual influences a group of individuals to achieve a common goal.

-Northouse (2013)

Managers

Focus on things

Do things right

Plan

Organize

Direct

Control

Leaders

Focus on people

Do the right things

Inspire

Influence

Motivate

Build

Who leaders ARE

What leaders KNOW

What leaders DO

INNER HABITS & QUALITIES OF A TRUE LEADER

Knowledgeable

High Emotional intelligence

Professional

Positive mental attitude

Delegate

Self-confidence and self-reliance

Decisiveness

Challenge people to think

INNER HABITS & QUALITIES OF A TRUE LEADER

Honesty & Integrity

**Communicate
effectively**

**Make others feel safe
to speak up**

**Measure & reward
performance**

Provide continuous feedback

**Properly allocate and deploy
talent**

INNER HABITS & QUALITIES OF A TRUE LEADER

Inspire others : Lead by example

Willingness to change & consider new opportunities

Creativity in searching for new solutions

Faithfulness, mercifulness, empathy & fairness

Persistence & determination in challenging situations

LEADERSHIP STYLES

Autocratic

- Determines all policies.
- Assigns work to group members.
- Uses people to reach goals.





Democratic

Encourage group to discuss.

Ideas are exchanged freely.

Fair in giving praise and criticism



PARTICIPATIVE LEADERSHIP

'WE WORK TOGETHER'

Laissez-Faire



Passive attitude

Offers help only when asked.

No pressure toward achievement.

Transactional

Use Reward and Punishment.

Monitor people to see that they do the expected.

Maintain status quo (existing state)



Transformational



Visionary.

Challenge team to do exceptional things .

Capable of charting new courses for their organization



Charismatic

Powerful self-image/self-confidence.

Good communicator.

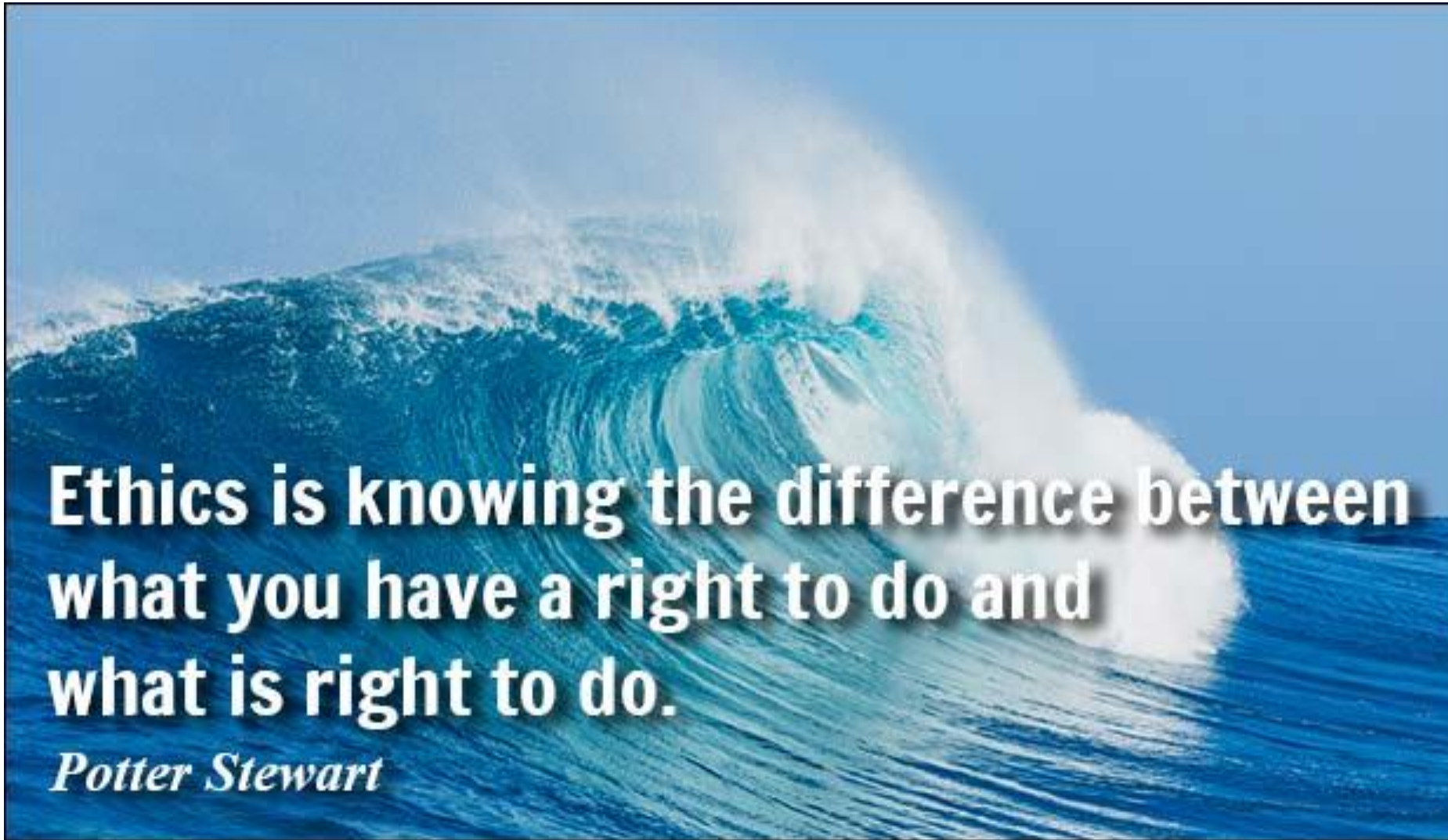
Inspire others.



Situational

ETHICAL LEADERSHIP

- Has to do with what leaders *do* and who leaders *are*
- It is concerned with the nature of the leaders' *behavior* and their *virtuousness*
- What *choices* leaders make and how they *respond* in a particular circumstance are *informed* and *directed* by their ethics.



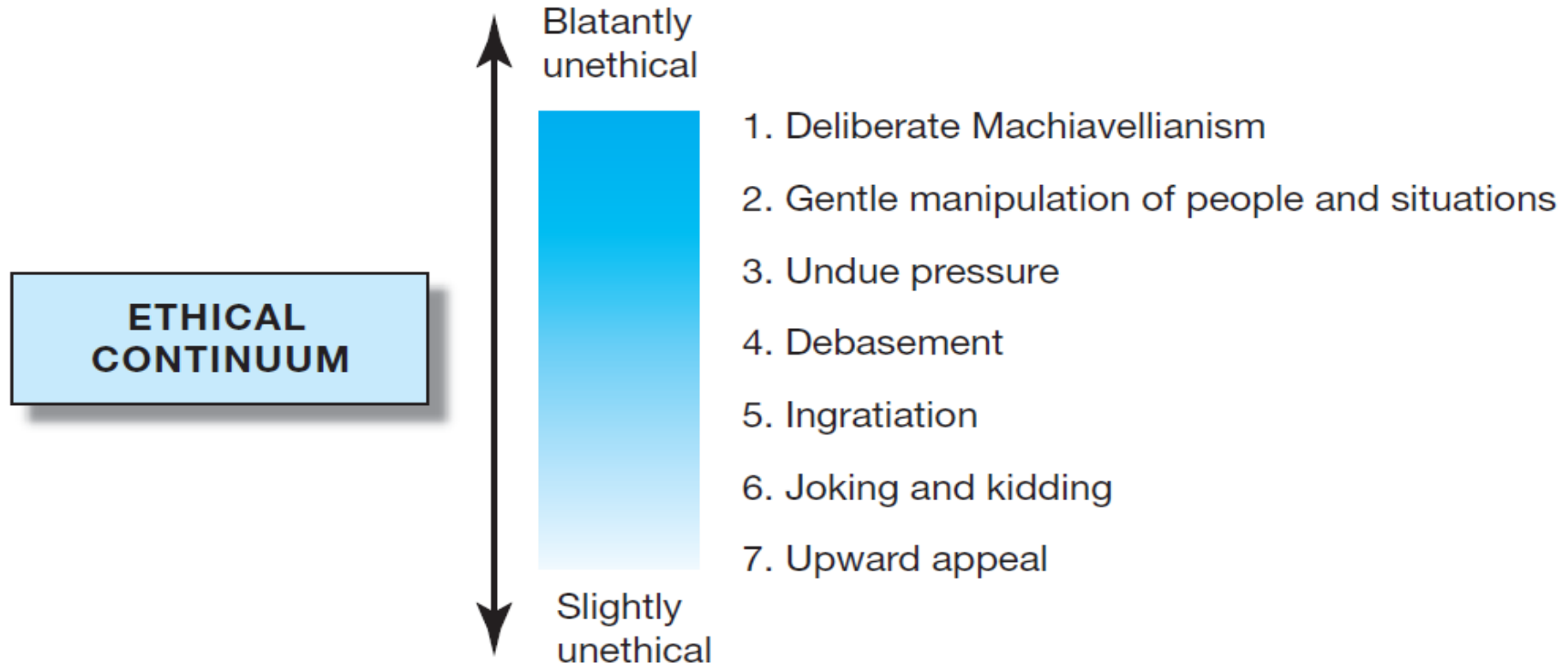
Work for the success of the entire group, not for self.

Know that power is given by the members and can be taken away.

Everybody is important and no one should be demeaned.



DISHONEST & UNETHICAL INFLUENCE TACTICS



TEAMWORK



TEAMWORK

The combined action of a group of people, especially when effective and efficient.

SO, WHAT IS A GOOD TEAMWORK?

when a group of people work together cohesively, towards a common goal, creating a positive working atmosphere, and supporting each other to combine individual strengths to enhance team performance.

TIPS FOR A GOOD TEAMWORK

Think about your team first

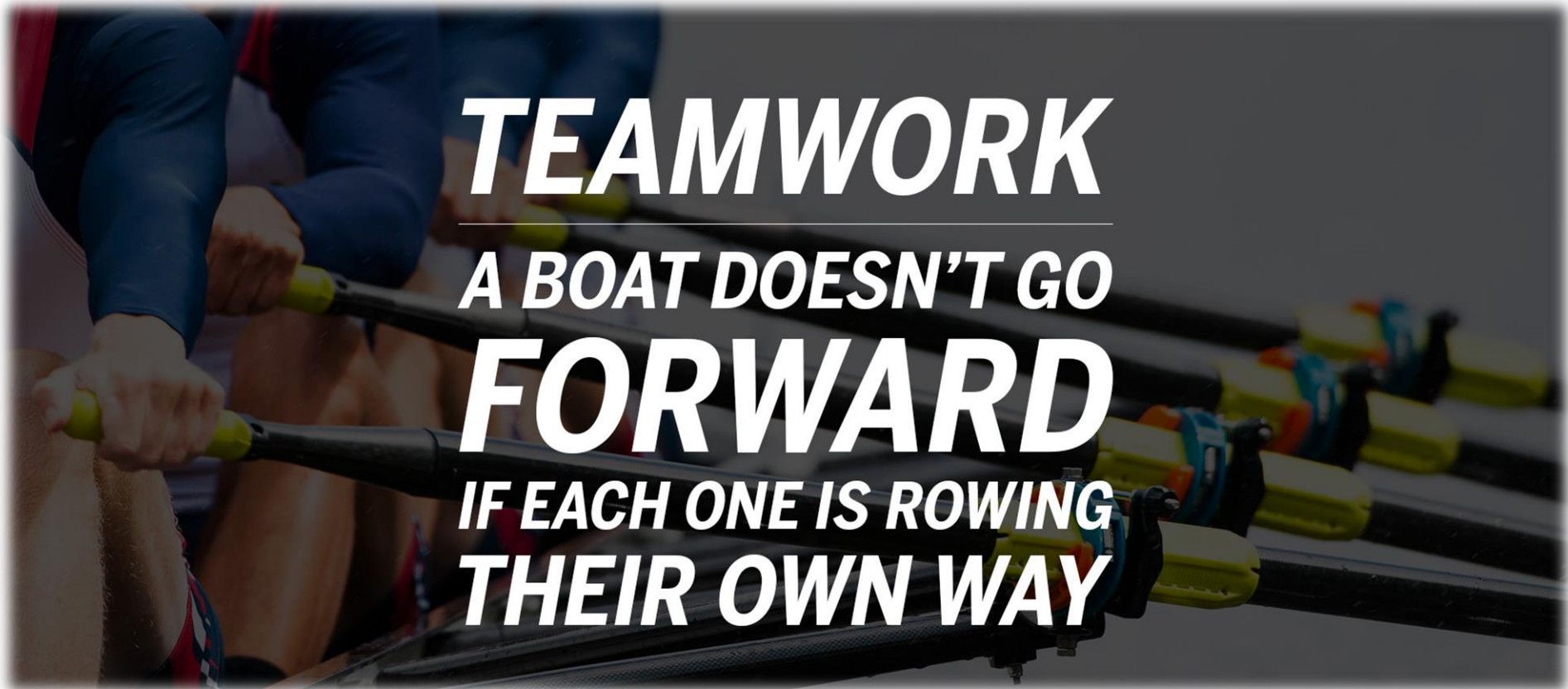
Supportive & Care for each other

Never underestimate your team member

Cooperate & Contribute

Not criticizing/bad-mouthing team member

Respectful of other team member



TEAMWORK

A BOAT DOESN'T GO

FORWARD

IF EACH ONE IS ROWING

THEIR OWN WAY

**TRUE
TEAMS
ARE MADE
WHEN YOU
PUT ASIDE
INDIVIDUAL
WANTS FOR
COLLECTIVE
GOOD.**

Chiney Ogwumike,
Stanford WBB



WINNING TEAMS ...

Trust each other

Respect each other

Understand each other

Enjoy each other

WORDS TO GROW BY

1. We will treat each other with dignity and respect.
2. We will praise the accomplishments of each other.
3. We will speak kind words to each other.
4. We will be encouragers.
5. We will seek and speak the truth.
6. We will focus on what's right and not worry about who's right.
7. We will listen to learn.
8. We will smile and have a healthy sense of humor.
9. We will not gossip.
10. We will expect excellence in all thoughts, words, and actions.

When ‘i’ is
replace by ‘we’

Even
‘illness’
Becomes
‘Wellness’

CHARACTERISTICS OF A DISRUPTIVE GROUP MEMBER

Aggressive

Irresponsible

Gossiping

Self-Centred

Negativity

Withdrawn

Dominating

Jealousy

Successful people build each other up. They motivate, inspire, and push each other.
Unsuccessful people just hate, blame and complain.

A LOT OF
PROBLEMS
IN THE WORLD
WOULD
DISAPPEAR
IF WE TALKED
TO EACH OTHER
INSTEAD OF
TALK ABOUT
EACH OTHER.

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**If you cannot
be positive,
then at least
be quiet**



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Thank You

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