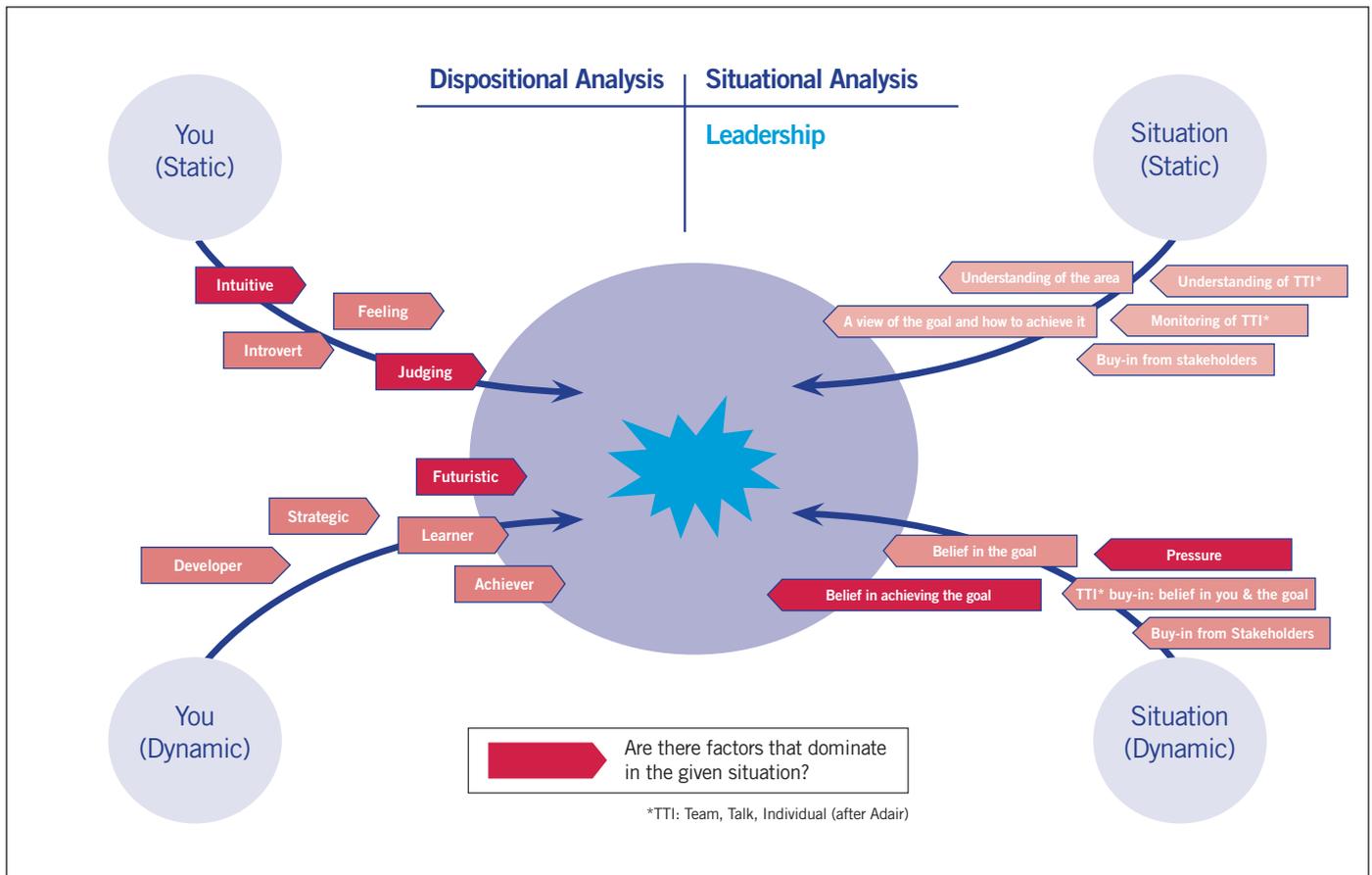


Leadership



Explanation (Tony Bromley perspective)

Situation (static):

In terms of situation static I have listed things I see as foundations that need to be in place in respect of leadership. I think you need an understanding of the area and some basic understanding of leadership principles, which could be your personally developed ideas, rather than taught models. I think you need some goal/vision of what you are trying to achieve and also at least some initial buy-in to the vision by someone other than yourself. I think if you have no idea of where you want to head (vision) it is difficult (but not impossible) to lead.

Situation (Dynamic):

I think that if you are leading a group of people, either directly or indirectly, that their (and your) belief in the vision/ goal can be variable, it is dynamic and not necessarily predictable. As you and they invest more, and with that understand more, belief can grow but can alternatively dissipate. I think the same is true of belief in whether the goal/vision is practically achievable. This is true of any stakeholders in the vision. Finally there will be varying pressure to succeed from self and stakeholders.

You (Static):

There are many ways of looking at this. I have listed all the outcomes of my Myers-Briggs Type Indicator analysis as static factors to see if it tells me anything about how I experience leadership.

You (Dynamic):

For dynamic factors for this analysis, I have considered my top 5 strengths as determined by a 'Strengths finder' analysis. I've chosen these as dynamic because, to me, they have a sense of movement and are driving me. I am driven to achieve, to learn, to develop things, etc.

Analysis:

Me in this Situation: For me personally the dominant factor here is my drive for future thinking and to change that future (futuristic dynamic in red). I always want to change futures, improve, innovate and create something better (or at least what I perceive as better!). However, this in itself will create an additional personal pressure on top of the leadership situational pressure that exist to achieve a goal/vision. The intuitive aspect in me should help in seeing the 'big picture' and managing the ups and downs of belief in a group in respect of the goal/vision. The judging aspect should support keeping to task and staying organised.