



Leadership in Times of Change

Entrepreneurial Self – Leadership: Traits and Practices

Introduction

- Every economic crisis produces a changed economic order:
 - Some businesses go bust; new ones emerge
 - Great Depression; 2008/09 Recession
- “When unemployment goes up, so does self-employment” Prof. Ivan Light



Demystifying Leadership

The Law of Influence – The True Measure of Leadership is Influence – Nothing More, Nothing Less

True leadership cannot be awarded, appointed, or assigned. It comes only from influence, and that cannot be mandated. It must be earned.

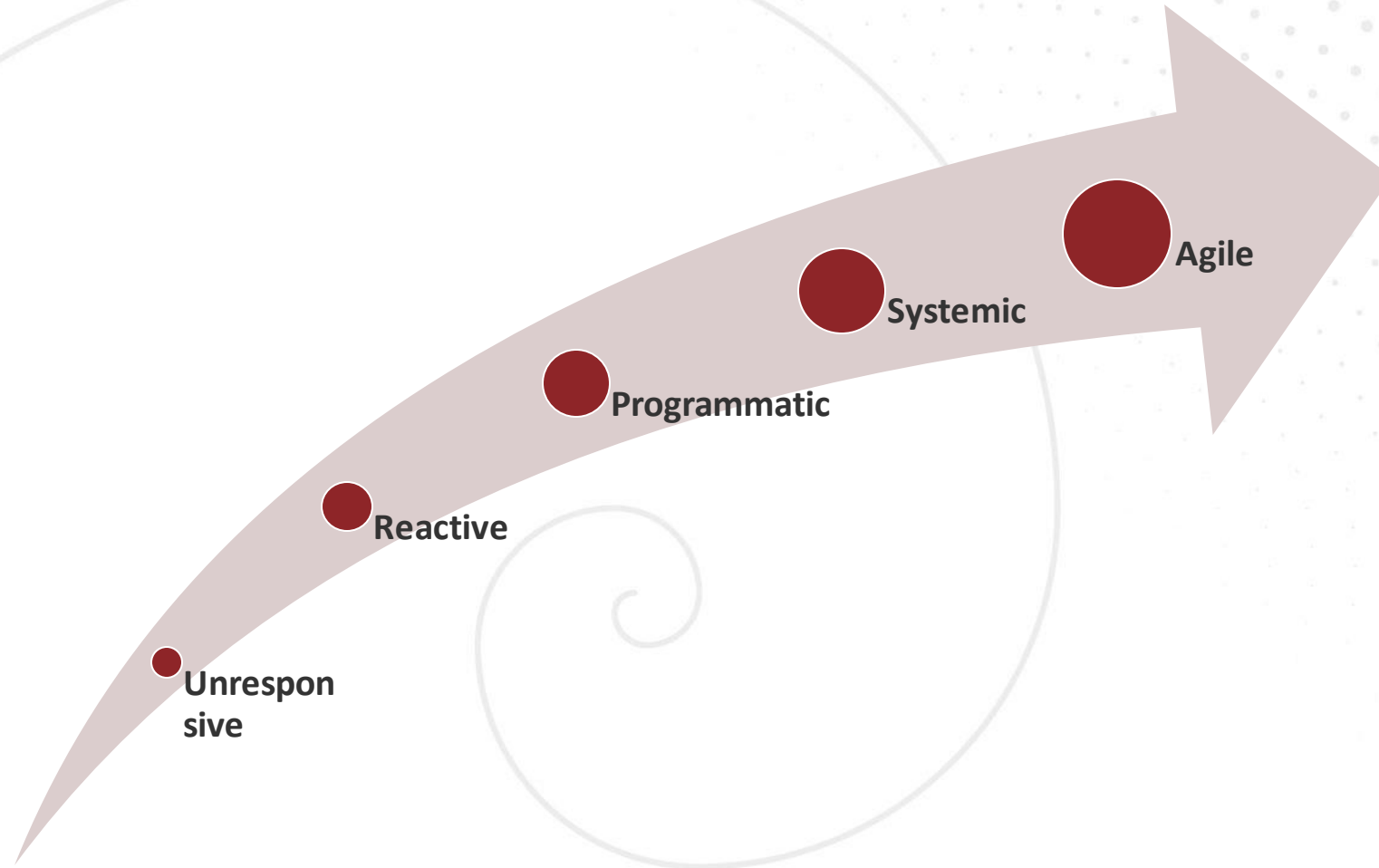
Five Myths About Leadership:

- 1) **The Management Myth** – that leading and managing are the same. Leadership is about influencing people to follow, while management focuses on maintaining systems and processes. Managers can maintain direction; to move people you need influence.
- 2) **The Entrepreneur Myth** – entrepreneurs are skilled at seeing opportunities and going after them. But not all of them are good with leading people in their vision.

Demystifying Leadership cont...

- 3) **The Knowledge Myth** – neither IQ nor education necessarily equates to leadership.
- 4) **The Pioneer Myth** – being a trendsetter is not the same as being a leader. To be a leader, a person has to not only be out in front, but also has to have people following his lead.
- 5) **The Position Myth** – leadership is not based on rank or title. It's not the position that makes the leader; it's the leader that makes the position.

Business Maturity Path



Change Leadership

Leadership Dimensions	Leadership Actions
1. Character	1. Clarity
2. Attributes	2. Agility
3. Skills	3. Information Filter
4. Technocrat	4. Industriousness
	5. Composure
	6. Decisiveness
	7. Staying in Circulation
	8. "Well-timed Unreasonableness"



Thank you

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