

# LEADERSHIP IN WORKFORCE DEVELOPMENT

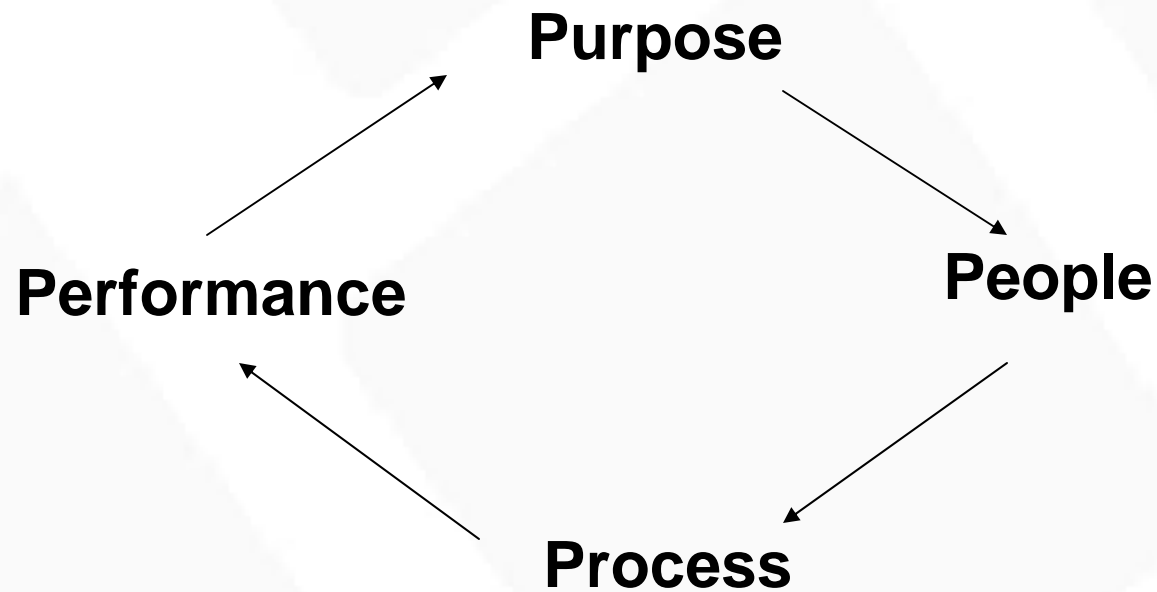
Zoe van Zwanenberg  
Chief Executive

**“Leadership and learning  
are inextricably interlinked”**

Jack Welch  
CEO General Electric



# Why do we need leadership?



# Leadership

- What is the essence of leadership?:
  - Thinking
  - Visioning
  - Communicating
  - Building relationships
  - Leading change
  - Leading ethically

# Where does leadership sit?



- Board
- CEO
- Senior Management
- Team Leaders
- Individual practitioners
- Volunteers



## What makes great performance?

- Skill
- Knowledge
- Attitude
- Behaviour
- Energy
- Confidence

## What is the basis for great performance?

- Teaching
- Learning
- Practice
- Encouragement and support
- Self discipline

**“How am I doing as leader? The answer is how are the people you lead doing. Do they Learn? Do they visit customers? Do they manage conflict? Do they initiate change? are they growing and getting promoted?... When confused as to how you’re doing as a leader find out how the people you lead are doing. You’ll know the answer.**

Larry Bossidy  
CEO Allied Signal



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