

KINGDOM FESTIVAL PROFESSIONALS & LEADERSHIP EMPOWERMENT SUMMIT

Raising Kingdom Professional Champions

In our Kingdom Festivals besides raising business and entrepreneurship champions we shall seek to raise Professional and Organization champion leaders. We shall focus on a packaged training to raise and empower leaders / professionals who will impact organizations, governments, institutions, companies with sound Kingdom leadership through mentorship and coaching from prominent CEOs, Managers, Successful professionals to lift the church position in leadership as one of the mountains to occupy for the church to a rise and shine. We seek to raise Josephs who became prominent to oversee the whole harvest of Egypt then Africa after also having served faithfully as a professional as manager of all portfars affairs that made him be promoted to be oversee. It also pleased Dairus to have leaders of Excellent spirit so that the Kingdom will not suffer lose Daniel was chosen who served Dairus, Nebcadinezzar and Bethshatha faithfully. King David and Solomon were successful kings in their time and had big impact of expansion of their kingdoms in strength never lost battles with great economic prosperity that is the promise of the glorious bride of Christ that will excel in all dimensions and all mountains. We shall use this forum to raise leaders and professionals that will have an impact globally to be a blessing to the nations even through our global agencies and departments. Our Kingdom Professionals and Leadership Summit will be the gathering of professionals and leaders including company /organizations CEOs/ Directors/ Managers, Doctors, Lawyers, NGO/ CBOs/ FBOs leaders, Education institution leaders Professors/ Principals/ Head-teachers/ Lecturers/ Teachers, Marketing executives, HR Officers, Doctors and Medical practioners, Architects and Engineers, Legal practioners, Diplomats, Security Consultants, Professionals & leaders in Food & Agriculture/ water & sanitation/ Education/ religious organizations/ Transport/ Philanthropic Sector / Real Estate/ Media / Art & Entertainment/ Events/ Manufacturing & industries/ Education & Publishers/ Health & Medical/ Supply Chain Sector etc.

Benefits and areas of focus of this summits include the following.

- 1) Our Kingdom Professionals / Leadership Summit empowerment and networking will provide a platform for Networking building basis of trust and support mutually beneficial relationships with other professionals in all industries establishing a solid professional Kingdom networking where delegates will also know about job opportunities in various fields of who is seeking to hire someone with skills and experience.
- 2) Our Kingdom Professionals / Leadership Summit empowerment and networking will strengthen network in Kingdom business connections sharing, forming trust and helping one another toward goals. Regularly engaging with your contacts and finding opportunities to assist them helps to strengthen the relationship. By doing this you sow the seeds for reciprocal assistance when you need help to achieve your goals.
- 3) Our Kingdom Professionals / Leadership Summit empowerment and networking will help tap ideas into our network for ideas as an excellent source of new perspectives and ideas by exchanging information on challenges, experiences and goals, gaining new insights that you may not have otherwise thought to help in decision making build reputation as an innovative thinker.
- 4) Our Kingdom Professionals / Leadership Summit empowerment and networking will help Raise your professional profile by issuing certificates of participation to delegates who attend this summits along with Entrepreneurship & Business, Pastoral full training for all days.
- 5) Our Kingdom Professionals / Leadership Summit empowerment and networking will career building listening carefully to mentorship sessions, following up on conversations, exhibitions, remembering names, offering knowledge and expertise make you to be more knowledgeable, reliable and supportive member of your profession by offering useful information or tips to people who need it. This will Raise your profile within professional circles will also help you stand out to recruiters, who are always on the lookout for strong talent and who may be more likely to approach you with offers.
- 6) Our Kingdom Professionals / Leadership Summit empowerment and networking will help Grow your personal brand making you to be visible and getting noticed is a benefit of networking that's essential in career building your reputation as being knowledgeable, reliable and supportive by offering useful information or tips to people who need it.
- 7) Our Kingdom Professionals and Leadership Summit will help many get access to job opportunities by expanding your contact base, open doors to new opportunities for business, career advancement, **personal growth**, or simply new knowledge. Actively building networks helps to keep you top of mind when opportunities such as job openings arise and increases your likelihood of receiving introductions to potentially relevant people or even a referral.
- 8) Our Kingdom Professionals and Leadership Summit will create a platform of exchange best practice knowledge with best kingdom professionals and leaders networking learn business techniques of your peers and stay abreast of the latest industry developments. A wide network of informed, interconnected contacts means broader access to new and valuable information. This will be great opportunity to gather new information offering career progression and development.

- 9) Our Kingdom Professionals and Leadership Summit will stimulate kingdom development and expansion as people exchange ideas as we capture insights of people from other industries they may be able to offer new angles you hadn't previously considered.
- 10) Our Kingdom Professionals and Leadership Summit will get career advice and support by gaining advice of experienced peers as important benefit of work-related networks, discussing common challenges and opportunities opens the door to valuable suggestions and guidance. Offering genuine assistance to your contacts also sets a strong foundation for receiving support in return when you need it.
- 11) Our Kingdom Professionals and Leadership Summit will help build our confidence by meeting new people in the summit to boast social skills, self-confidence, grow and learn how to make lasting connections.
- 12) Our Kingdom Professionals and Leadership Summit will help gain different perspectives in professional realms to gain insights that only come from viewing a situation with fresh eyes. Asking for opinions from contacts you trust or admire can help you see things in a new light and overcome roadblocks that you might not have known how to circumvent otherwise.
- 13) Our Kingdom Professionals and Leadership Summit will help develop long-lasting personal relationships in networking to develop and nurture professional relationships most long-standing friendships are borne from work connections of like-minded people with similar goals build a strong professional support network will spill over into your personal friendships through the summit.
- 14) Our Kingdom Professionals and Leadership Summit will help get answers to professional and leadership questions through our strong network of professional connections be confident that someone within your sphere will be able to answer even your toughest questions to have solid sounding board to bounce ideas off and put into action step-by-step plans to tackle bigger problems.
- 15) Our Kingdom Professionals and Leadership Summit will be opportunity for people to find their dream jobs through this professional and leadership networking opens many doors in the form of career advice, lasting relationships and even landing on dream role leaders maybe hiring for your ideal job, or know someone who is, and the more people you have in your network, the likelier you are to be the first to know when those big job opportunities pop up also through our exhibitions.
- 16) Our Kingdom Professionals and Leadership Summit will have many benefits to Kingdom business fellowships in churches and work places in job opportunities, professional connections, career advice, new ideas, and valuable information. Networking also helps with personal and business growth, building relationships, and gaining a competitive edge various industries.
- 17) Our Kingdom Professionals and Leadership Summit will help build professional relationships, opens doors to new opportunities, and facilitates the exchange of ideas and best practices. It also aids in career development, personal growth, and business success especially among our networks.
- 18) Our Kingdom Professionals and Leadership Summit will boast career development by providing access to job opportunities, career advice, and resources. Building a strong network of industry professionals / leaders can also contribute to your career progression, personal growth, and long-term success, building professional relationships, expanding your personal network, and gaining access to valuable resources. This event will provide opportunities to meet other professionals / leaders, share ideas, and learn about the latest trends and business techniques.
- 19) Our Kingdom Professionals and Leadership Summit will enhance networking skills by practicing small talk, attending networking events in the festival engaging with professionals, seeking advice from experienced networkers developing networking tips and resources to help build strong connections and maintain long-lasting relationships.
- 20) Our Kingdom Professionals and Leadership Summit will be an avenue to exchange ideas by listening to other people also career Success is largely attributed to the pool of information or ideas you have garnered over the past. This will also foster a trade of ideas to sustain long-term relationships and mutual trust. When you are receiving ideas, it helps both in your place of work and out, in addition to instilling best practices that soothe your career.
- 21) Our Kingdom Professionals and Leadership Summit will create platform and avenue for newer opportunities opening doors for newer opportunities. Business and career-minded individuals who have networked in our previous forums have been able to expand with minimal effort because of the avenue of newer opportunities opened to them through networking. Opportunities like meeting the right clients or even meeting people that are superior to your career path could be a stepping stone that could change your life for the better.
- 22) Our Kingdom Professionals / Leadership Summit empowerment and networking will help delegates reassessing qualification by meeting higher qualified people admiring certifications and bench marking is allowed the roadmap to that height can be reached if only you have a strong network and a good relationship with others.
- 23) Our Kingdom Professionals / Leadership Summit empowerment and networking will help Improve your creative intellect aspirations and great innovations are most times form the external factors around where we find ourselves. The intellectual ability in different careers is significantly improved upon from contacts we have built with other persons over a period. Even a simple interaction with one person can transform a year-long research work and result in a breakthrough. Likeminded people that have been able to share ideas have strongly developed their intellect to foster growth in their career path and unleash the creative talent in them.

- 24) Our Kingdom Professionals / Leadership Summit empowerment and networking will as an extra resource library meeting individual as an extra source of information be an extra resource library for delegates providing updated information on the latest career trends relevant resources also grants access to tap into them whenever the need arises.
- 25) Our Kingdom Professionals / Leadership Summit empowerment and networking will create platform to access support from high profiles individuals good networking with high profile individuals from the same career path can serve as support whenever there is any eventuality at any time. These high profile individuals can help you manage your challenges effectively by either giving you advice or linking you to the right financial support.
- 26) Our Kingdom Professionals / Leadership Summit empowerment and networking will stimulate growth in status developing your career status is a long-term process depending on how you focus on your networking path. Top career individuals that are where they are today is a result of the status they have grown in networking. The contacts you keep are largely attributed to your growth. They largely influence growth in your status and pave the way for better opportunities in your career. Your connections are powerful!
- 27) Our Kingdom Professionals / Leadership Summit empowerment and networking growth in self-confidence providing key tool to growth in a resourceful career. Training and certification garnered from networking builds self-confidence and promotes self-esteem. The self-confidence that has been built over time can help put you on a positive spot whenever you interact with like minds in your career. This also gives you an opportunity to excel well during interview sessions for a job opportunity. So the more effectively you network, the more self-confidence you build over time.
- 28) Our Kingdom Professionals / Leadership Summit empowerment and networking will develop long-lasting relationships mutual relationship, then having a right networking channel can help build your career. Though networking might not be an easy and fast approach to building a long-lasting relationship. But making it a two-way process of giving and taking and can open the door for a firmer relationship. People that have made networking their sole priority have been able to build careers relevant to their set down goals.
- 29) Our Kingdom Professionals / Leadership Summit empowerment and networking will help perfect excellence through company approaches to proven models for organizational success, taking advantage of expert third party feedback to implement performance improvement plans, focusing of process improvements ,achieving the desired organizational results, Application Criteria, Scoring System , Examination/Judging Process, Use of company language, Use a long term focus, Use the feedback, Focus on process, Involve leaders, Leadership for Quality ,Develop internal expertise.
- 30) Our Kingdom Professionals / Leadership Summit empowerment and networking will boast in institution and management skills including Strategic Direction, Applied Metrics, Strategic Communications, Strategic Hiring, Purposeful Culture, Relational Trust, Colleague Empowerment, Work Environment Optimization, Employee Development, Colleague Wellbeing and teamwork, Grow shareholder value, Grow earnings per share, Increase revenue, Manage cost, Maintain appropriate financial leverage, Ensure favorable bond ratings, Balance the budget, Ensure financial sustainability, Maintain profitability, Diversify and grow revenue streams, Best value for the cost, Broad product offering, Reliable products/services, Cross-sell more products, Increase share of market, Increase share of wallet, Partner with customers to provide solutions and Best service.
- 31) Our Kingdom Professionals / Leadership Summit empowerment and networking will stimulate a areas on products and service innovation, Grow percentage of sales from new products, Improve or focus research and development (R&D), Acquire new customers from innovative offerings, Great customer service, Improve customer service, Invest in customer management, Partner with customers to design solutions, Improve customer satisfaction, Improve customer retention, Develop and use a customer database, Reduce cost by a certain amount annually, Reduce waste by a certain amount, Invest in Total Quality Management, Reduce error rates, Improve and maintain workplace safety, Reduce energy usage per unit of production, Capitalize on physical facilities, Streamline core business processes, Increase reliability of operations, Ensure compliance, Increase recycling, Improve reporting and transparency, Increase community outreach, Optimize control framework, Improve technical and analytical skills, Improve specific skills, Create a performance-focused culture, Improve productivity with cross-functional teams, Invest in tools to make staff more productive, Improve employee retention, Attract and retain the best people, Build high-performing teams, Maintain alignment across the organization, Develop leadership abilities and potential kingdom professional/ leadership teams.
- 32) Our Kingdom Professionals / Leadership Summit empowerment and networking in building partnership, corroboration and engagements in various projects, programs and agendas with development partners International value chains, Regional and global integration in services, Global markets, capturing international

quality standards than regional markets , Information on regional markets, Monitoring Financial market trends, Monitoring Structural policies and Stimulating Kingdom county/ national Global cooperation.

- 33) Our Kingdom Professionals / Leadership Summit empowerment and networking will provide opportunity to empower the weak and wounded, To inspire lifelong learning/ advanced knowledge and strengthen professional and leadership communities through IT and strong institutions, To Grow a leadership movement that soundly leads with integrity, excellence and knowledge towards movement of leaders ,To mobilize research and resources to drive research, To avail necessary tools to boost economic system through boasting manufacturing and industrialization by providing financing, opportunity, networks, trading platforms, markets, standards of excellence and room for creativity.
- 34) Our Kingdom Professionals / Leadership Summit empowerment and networking will boast excellence, quality services, delivery, and best cost effective projects and program through continuous improvement and community interaction to reach out to continents, countries, cities, counties and remote villages through collaboration partnerships of professionals and leaders with like-minded organizations, institutions and private companies represented in our summits.
- 35) Our Kingdom Professionals / Leadership Summit empowerment and networking will promote Kingdom core values of leadership, business and professional ethics that include Diligence, Honesty & Integrity, Knowledge, Wisdom, Excellence, Planning, Teamwork & Networking, Collaboration, Diversity, Creativity & innovation, strategy, Risk for others, Self-Sacrifice, Stewardship, Faithfulness, Winning, Discipline, Visionary leadership, Trust in God. Motivation- Opportunity for all, wellbeing, Public welfare for all, fairness, social inclusion, community engagement, sustainable development, enterprise based solutions, "Openness, honesty, integrity, courage, respect, diversity, and balance..." Be Remarkable responsibility, impact, transparency "High standards- Excellence a way of life are a way of life..."
- 36) Our Kingdom Professionals / Leadership Summit empowerment and networking will boast institution and organizations attributes of excellence in Leadership, Strategic planning, Customer and market focus Measurement analysis and knowledge management, Human resources/workforce focus, Process management, Business results Leadership, People, Strategy, Partnerships and resources, Processes, products, and services, People results, Customer results, Society results, Organization and its management, Education, Quality information, Planning, Analysis, Standardization, Control, Quality assurance, Results and value.
- 37) Our Kingdom Professionals / Leadership Summit empowerment and networking will help boast organizational excellence are consistent across different cultures and nations. In Managing organization excellence consistent superior performance in a framework and outputs that exceed meeting objectives, needs, or expectations. This Excellence is a measure of consistently superior performance that surpasses requirements and expectations without demonstrating significant flaws or waste, Successful organizational outcomes require deliberate management and improvement Information: Metrics measures and decision support, Structure: Roles responsibilities and accountabilities of each functional area, People: Total human capital within the organization, Rewards: Compensation and incentives, Learning systems: Knowledge and training, Work processes: Interaction and linkage of workflows, customer service, financial intelligence, Internal business processes, Learning and growth, sufficient commitment, to embrace and apply positive changes , Organizational change management , effective communication, the changes to those affected in order, minimizing uncertainty and obstructions, Collaboration is critical, balanced scorecard , Organizational maturity levels", performance expectations, accessible maturity level, employees and stakeholders focus, control and capabilities.
- 38) Our Kingdom Professionals / Leadership Summit empowerment and networking will give opportunity for Awards recognition and competitive differentiation for various leadership and professional accolades in various fields motivation many to do well through our honor programs of Kingdom Champions Leadership Awards and Kingdom Champions Professional Awards to be accorded with others during the Festival and summit.
- 39) Our Kingdom Professionals / Leadership Summit empowerment and networking,will make kingdom better through significant better leadership strategies, high leadership strategies ,higher profitability, higher market share, higher growth, higher customer retention, higher sales growth, higher return on investment, committing to social responsibility, supporting diversity, managing risk, analyzing image, brand, and effects of products and services throughout their life cycle , evaluating stakeholder awareness about policy and strategy , managing finances, other assets, technology, information, and knowledge , applying systems standards in process management to address quality, environmental, health and safety , marketing products and services , measuring performance with respect to the customer, employees, society, financial and nonfinancial outcomes , projecting performance, managing knowledge , preparing for emergency situations , summarizing financial and marketplace performance results by customer and market segment , defining strategic positioning, contingency planning ,conducting capability gap analysis , managing knowledge , establishing strong culture , understanding stakeholder objectives ,managing risk and achieving sustainability
- 40) Our Kingdom Professionals / Leadership Summit empowerment and networking will help in Setting High standard of excellence personal and organization in setting standards of everything including employees dressing, public ethics, talk, quality of buildings, offices, compound outlook etc. We don't have a second chance to create the first

impression in all areas relating to our image and brand on various dimensions knowledge and skills needed to be a proficient for all our projects and projects, Working well with others in the organization / foundations and companies, Working well with diverse communities (e.g., organizations, groups), improvement of our institutions, improvement of society, Value diversity in teaching and learning, Uphold ethical standards to ensure just and respectful practices and models, raising the bar high in standards and practices, personal branding and grooming, broad understanding of global perspectives and practices to inspire connections and erase boundaries, new ideas/innovations to meet changing societal needs.

- 41) Our Kingdom Professionals / Leadership Summit empowerment and networking will stimulate research to demonstrate an attitude of inquiry (e.g., question, investigate, explore, problem solve), Develop nurturing environments essential for growth positive relationships, and new ideas, engage in continual reflection for learning growth and change, Excellence exceeding the expectations of customers, delivering what is promised and dealing well with any problems and queries that arise.
- 42) Our Kingdom Professionals / Leadership Summit empowerment and networking will improve process management in organizations, institutions and corporates in establishing consistency in work processes and developing a mindset of prevention along with partnership development – developing and maintaining value-adding relationships with partners and stakeholders.
- 43) Our Kingdom Professionals / Leadership Summit empowerment and networking will lead to continuous improvement – harnessing the collective knowledge, skills, and creativity of stakeholders to relentlessly pursue improvement.
- 44) Our Kingdom Professionals / Leadership Summit empowerment and networking will help improve in overall productivity in decision making basing decisions on performance measurement findings, Societal commitment striving to understand and demonstrate corporate commitment to society, Practices A synopsis of the best management practices that fall into nine key management, Governance identifying governance responsibility to stakeholders implementing an effective governance system and acting as a model of good practice to internal and external stakeholders.
- 45) Our Kingdom Professionals / Leadership Summit empowerment and networking will boasting leadership and professional planning skills creating a culture committed to excellence, developing a strategic plan and communicating it to stakeholders, sharing responsibility and accountability throughout the organization, communicating openly about organizational performance, and removing barriers to organizational effectiveness. Planning by creating plans that aligns with strategic direction, communicating the plan to stakeholders, allocating resources to ensure effective implementation, monitoring and reviewing the plan regularly and making changes as required.
- 46) Our Kingdom Professionals / Leadership Summit empowerment and networking will customers for various products and services through mentorship towards understanding the customer, aligning employees on the importance of the customer, making it easy for the customer to do business and provide feedback, and reaffirming the organization's presence and approach in the marketplace. Employees undertaking human resource planning that supports organizational plans, recruiting, selecting, training, and developing employees, encouraging employees to share suggestions and ideas aimed at improvement, rewarding and recognizing strong performance of individuals and teams, and ensuring a healthy workplace environment.
- 47) Our Kingdom Professionals / Leadership Summit empowerment and networking will help in resource Management – defining resource requirements, developing a strategy to manage resources wisely, managing the adverse impact of operations on the environment and society, and preparing for resource interruptions
- 48) Our Kingdom Professionals / Leadership Summit empowerment and networking will enhance continuous Improvement and Performance Measurement – the plan-do-study-act cycle used to improve performance and the measures used to monitor performance.
- 49) Our Kingdom Professionals / Leadership Summit empowerment and networking will help work and project Processes – designing, documenting, and managing work processes, analyzing and improving work processes, taking corrective action when problems occur, preventing recurrence of problems by making changes to work processes, and using benchmarking to evaluate performance.
- 50) Our Kingdom Professionals / Leadership Summit empowerment and networking will enhance supply chain and procurement along with Kingdom business and wealth transfer supplier and Partner using criteria to select suppliers and partners, developing win-win relationships, sharing information about strategic and business plans, and working together to develop products, services and standards.
- 51) Our Kingdom Professionals / Leadership Summit empowerment and networking will provide the foundation on which to develop an organization. Our model provides a collection of best management practices for each key management area (e.g. governance, leadership, planning, customers, employees, work processes, suppliers and partners, resource management, performance measurement). These practices will be implemented at all stages of our organization's life cycle.
- 52) Our Kingdom Professionals / Leadership Summit empowerment and networking will Provide an integrated and coordinated way to drive tangible results in the Kingdom business infrasture. Our Strategic plan and structure model provides a well-defined path for the excellence journey. For each key management area, there are practices

to implement and measures that will be used to gauge progress with Measurement results highlighting where the organization is doing well and where it needs to improve and allow for databased decision making.

- 53) Our Kingdom Professionals / Leadership Summit empowerment and networking will boost organizational Excellence Framework that integrates the leading models, customer practice aimed at 'determining project and customer needs and expectations' related to the leadership practice of 'developing a strategic plan with goals and objectives that will guide the organization towards its vision', the planning practice of 'using factual information to provide input to the business planning process'. The employee practice of 'encouraging employees to share their ideas and suggestions the work processes practice of 'involving donors, customers, suppliers and partners in designing and analyzing processes, and the performance measurement practice 'measuring the level of service quality.
- 54) ' Our Kingdom Professionals / Leadership Summit empowerment and networking will create employee satisfaction and employee health /wellness to contribute towards greater improvements in organizational performance, supports organizational plans, train and develop employees encourage donors and employees to share ideas and suggestions aimed at improvement, and reward and recognize strong performance of individuals and teams also invest in a healthy and wellness to achieve business objectives such as reducing health care costs, improving productivity, improving workforce morale, and reducing employee absenteeism by instilling great work ethics mentorship.
- 55) Our Kingdom Professionals / Leadership Summit empowerment and networking will provide a performance benchmarking programs through our mentorship performance measures common to track performance internally and compare performance externally through initiatives, tools ,techniques and good will operate will be brought together to form a comprehensive system in which we shall train on standards, statistics, global networks, research and other experiences related to customer service, health and safety, and environment, and tools and techniques.
- 56) Our Kingdom Professionals / Leadership Summit empowerment and networking will provide a healthy return-on-investment by boasting staff performance.
- 57) Our Kingdom Professionals / Leadership Summit empowerment and networking will boast Finance stewardship and accountability in organizations, institutions and companies through solid staff mentorship on kingdom stewardship that will stimulate faithfulness resulting to higher sales, capacity utilization, cost control or reduction, Stronger cash flow, Greater asset productivity, Higher capital efficiency, Shorter payment cycles, Reduced receivables, Efficiencies in supply chain.
- 58) Our Kingdom Professionals / Leadership Summit empowerment and networking will boast productivity in Operations -Decreased accident rates or time lost to injuries, Improvement in defect or error rates, Fewer regulatory or compliance issues, Higher customer satisfaction , Less waste in value stream, Smaller environmental footprint, Reduced downtime, Greater customer retention , Higher output or productivity, Increased training and number of employees with key skills, Greater employee engagement, Enhanced accountability by individual team members, Improvement in cross-department cooperation, Higher employee satisfaction scores, Closing the addressable gap between the current state and optimal performance, Realizing the financial value of that gap, Reaching a level of operational excellence maturity relative to industry standards .Operational Excellence Metrics- Efficiency, Effectiveness, Capacity, Productivity, Quality, Profitability, Competitiveness, Value.
- 59) Our Kingdom Professionals / Leadership Summit empowerment and networking will Improve productivity of Kingdom business, leadership and professional performance through better goal management- Regular goal tracking allows for the opportunity to provide feedback as needed, make adjustments to performance plans, tackle obstacles and prepare contingencies for missed deadlines. Without a mechanism to regularly track progress against goals, the ongoing, cyclical nature of the process falls apart and productivity dips.
- 60) Our Kingdom Professionals / Leadership Summit empowerment and networking will create a hub and pot of gathering information from multiple sources- Gathering performance information from a variety of sources increases objectivity and ensures all factors impacting performance are considered.
- 61) Our Kingdom Professionals / Leadership Summit empowerment and networking will inspire Kingdom Workers and leaders towards responsibility to ensure the efficient and responsible delivery of service delivery and kingdom stewardship of resources that have been entrusted to us. Impact sustainable Kingdom Professionals, Business and leadership movement along with networks through churches. Enterprising-spirit that creates value and overcomes challenges along with Inspiration through our vision, values, approaches, choices, practice, actions and advocacy.
- 62) Our Kingdom Professionals / Leadership Summit empowerment and networking will instill Client centered services, working in partnership and collaboration, Accountable for quality results towards global impact, Dedicated to financial integrity and cost-effectiveness in Kingdom business and organization management, Innovation, Personal honesty, integrity, commitment, teamwork with openness and trust, empowering all and respecting differences in the body of Christ, encouraging risk-taking and responsibility and enjoying our work.

- 63) Our Kingdom Professionals / Leadership Summit empowerment and networking will lead to asset Protection and Assurance: When your workers possess an ethical working environment and ethical behavior in the workplace, your companies maintenance cost decreases to a remarkable extent because they are well aware of their duties and responsibilities towards the company. They also realize that they should not do any damage to any of the machines and equipment are given to them as they are very valuable for the company and doing damage to these things will be a wrong act, so automatically things will be taken care of and everything will work systematically.
- 64) Our Kingdom Professionals / Leadership Summit empowerment and networking will lead to productivity increase: When the working staff and the workers value the work given to them and then they will do all the given work in time and achieve their set targets, this will greatly affect the sales and the productivity of the company. Due to this, it is assured that you will have a group of people who will sail your business even in the worst of the downfall of the market, and keep the growth of the company and business consistent.
- 65) Our Kingdom Professionals / Leadership Summit empowerment and networking will lead to kingdom team Work will develop: When all the workers do their jobs in a responsible way, then a time comes when they have achieved the target way before the given deadline, then question arises What Next? So the situation automatically bonds up all the individuals into a team. These individuals now work as a team and work in the benefit of the company for which they will be getting or achieving their incentives. This mutual understanding of the employees is a positive signal that the company will sustain for a very long period in the variable market conditions.
- 66) Our Kingdom Professionals / Leadership Summit empowerment and networking will lead to public Image and Kingdom Brand Value Increases: Yes if all the members of the company are dedicated to work as well as figure out there values and responsibility towards the environment, then it is for sure that the type of cleanliness and the disposal of the waste product of the company will be unbeatable in the market, hence resulting in attracting a bigger customer base due to the clean and quality of the services or products. Moreover, an increase in the public image and an increase in the customer base is directly proportional to an increase in brand value. In simpler words when you gain popularity amongst your customers you start to develop your company into a brand.
- 67) Our Kingdom Professionals / Leadership Summit empowerment and networking will develop dynamic workers who are adaptive to changes:-Workers with professional ethics in the workplace are definitely the master key to the lock of success. The team of understanding, trustworthy, reliable, motivate, concern and responsible people will defiantly adapt themselves into any kind of position and work they are filled with.
- 68) Our Kingdom Professionals / Leadership Summit empowerment and networking will influence decision making and implementing is always easy: Whenever there is a need to take a big decision then the best one made is by the advice of the employees of the company, and what will be better than every single employ respecting the decision and supporting the company to go ahead with their decision. This is the power of ethics in the employers who respect the decision of the company and let it go along with the flow. This is very rare in the big companies but where this scene happens; the company turns big brands over the night.
- 69) Our Kingdom Professionals / Leadership Summit empowerment and networking will lead to trouble-free working environment: Generally, where everyone is unknown and moreover no one wants to know each other there are higher chances of great trouble and where there is a friendly, respectful and great workplace or environment between the employees there are fewer chances of the least troubles from the employees end.
- 70) Our Kingdom Professionals / Leadership Summit empowerment and networking will create working environment that has Less Legal Issues: When everything is systematic and functional and in addition your workers are cooperative and understanding then you won't be facing any problems or legal obligations from the employee's end, because all the workers are treated equally and all are well known with their duties which the job requires from them. When everything is managed and systematic then all the paperwork and the legal formalities are the primary things which are considered the most, so there is no question of any legal issues.
- 71) Our Kingdom Professionals / Leadership Summit empowerment and networking will package mentorship/ coaching whose values are sustained in all human resources and management practices, Corporate culture ensures fundamental responsibilities and accountabilities, Leadership that creates a culture of integrity and respect, where employees are responsible for maintaining corporate cultures and ethical values, where Productivity is achieved within an ethical environment and Authentic Leadership retains and attracts the best employees.
- 72) Our Kingdom Professionals / Leadership Summit empowerment and networking will package mentorship/ coaching that Builds capability towards today's fast paced world of change, personal values are aligned and fulfilled, Self-awareness to achieve your lifetime goals, Self-improvement to develop personal mastery, responsibility and accountability provide the foundation of your success, that Build relationships that create an environment of harmony and good best practice.
- 73) Our Kingdom Professionals / Leadership Summit empowerment and networking will package mentorship/ coaching that helps leaders and professionals in finding purpose and self-actualization, Providing confidential advice and guidance to staff on ethical issues, including administering an ethics helpline, Administering the Organization's financial disclosure programmes, administering Organization's protection against retaliation policy, Developing

standards, training and education on ethics issues, in coordination with the Office of Human Resources Management and other offices, and conducting ethics outreach, Supporting ethics standard-setting and promoting policy coherence within establishments funds and programmes.

- 74) Our Kingdom Professionals / Leadership Summit empowerment and networking will package mentorship/ coaching that effectively coordinates actions relative to the administration of human resource activities, e.g. recruitment, placement, promotion, onboarding, performance appraisal, job classification reviews, separation of staff members, training, etc., ensuring consistency in the application of Kingdom ethical rules and procedures.
- 75) Our Kingdom Professionals / Leadership Summit empowerment and networking will package mentorship/ coaching where values are sustained in all human resources and management practices, Corporate culture ensures fundamental responsibilities and accountabilities, Leadership creates a culture of integrity and respect, Employees are responsible for maintaining corporate cultures and ethical values, Productivity is achieved within an ethical environment and Builds capability towards today's fast paced world of change.
- 76) Our Kingdom Professionals / Leadership Summit empowerment and networking will package mentorship/ coaching where Personal values are aligned and fulfilled, Self-awareness to achieve your lifetime goals, Self-improvement to develop personal mastery, Responsibility and accountability provide the foundation of your success, Build relationships that create an environment of harmony and good practice , Finding purpose and self-actualization., Providing confidential advice and guidance to staff on ethical issues, including administering an ethics helplines for follow-up.
- 77) Our Kingdom Professionals / Leadership Summit empowerment and networking will package mentorship/ coaching that provides Developing standards, training and education on ethics issues, conducting ethics outreach; Supporting ethics standard-setting and promoting policy coherence ,Effectively coordinates actions relative to the administration of human resource activities, e.g. recruitment, placement, promotion, onboarding, performance appraisal, job classification reviews, separation of staff members, training, etc., ensuring consistency in the application of Kingdom work ethic rules and procedures.
- 78) Our Kingdom Professionals / Leadership Summit empowerment and networking will package mentorship/ coaching that Complies and works with system units planning and reporting procedures and cost-effective utilization of programme resources, develops procedures and implements same to ensure that accounting and financial management controls are consistent with good Kingdom work ethics policy and practices.
- 79) Our Kingdom Professionals / Leadership Summit empowerment and networking will package mentorship/ coaching that minimize subjective and inconsistent management standards that enhance morale, employee pride, loyalty and the recruiting of outstanding employees, Help promote constructive social change by raising awareness of the community's needs and encouraging employees and other stakeholders to help, Promote market efficiency – especially in areas where laws are weak or inefficient by rewarding the best and most ethical producers of goods and services.
- 80) Our Kingdom Professionals / Leadership Summit empowerment and networking will package mentorship/ coaching instills virtues of Customer Satisfaction: Net promoter score, overall satisfaction metric, complaint rate, service-level agreements met ratio, call pickup time, time to resolution of issue, e-commerce abandon rate, and renewal and retention rates.
- 81) Our Kingdom Professionals / Leadership Summit empowerment and networking will package mentorship/ coaching that builds excellence and Quality: Percent rework, error/defect rate, order accuracy rate, cost of poor quality, rejected materials cost or volume, and number of change requests.
- 82) Our Kingdom Professionals / Leadership Summit empowerment and networking will package mentorship/ coaching that enhances Productivity: Capacity utilization, downtime, overall equipment effectiveness, operating rates, output, labor utilization, operating margin, on-time delivery, and ratio of revenue to employees.
- 83) Our Kingdom Professionals / Leadership Summit empowerment and networking will package mentorship/ coaching on activating Sales Efficiency: Deals closed per month, calls made, sales volume, win-loss ratio, social media contacts, and customer lifetime value
- 84) Our Kingdom Professionals / Leadership Summit empowerment and networking will package mentorship/ coaching on good ethical kingdom Culture: Training completed, employee satisfaction score, employee retention, and ratio of internal to external hires.
- 85) Our Kingdom Professionals / Leadership Summit empowerment and networking will package mentorship/ coaching to embrace Continuous Learning to constantly improve and innovate, learning from mistakes and not afraid to make mistakes, where though our networks we learn from others and from our challenges & successes, passion for these goals drives us to work with great urgency and to hold each other accountable. We listen, innovate and deliver seeking to be Results Driven, working with exceptional people, partners who have passion for exceptional things.
- 86) Our Kingdom Professionals / Leadership Summit empowerment and networking will package mentorship/ coaching that will ignite Passion to solve problems, to focus on Impact, to solve the most important global problems to be open to make creative decisions, creative Leadership that inspire growth and innovation through learning and bold action. Leaders who are game changers, deliver innovation that matters, Passion for Progress, having uncompromising focus on impact and excellence.

- 87) Our Kingdom Professionals / Leadership Summit empowerment and networking will package mentorship/ coaching that inspires and advocates for responsibility to act with honesty, integrity, and thoughtfulness.
- 88) Our Kingdom Professionals / Leadership Summit empowerment and networking will package mentorship/ coaching that advocates for employees to have ownership mentality where every partner, donor and employee has the power to make our company better with don't optimize for the short term.
- 89) Our Kingdom Professionals / Leadership Summit empowerment and networking will package mentorship/ coaching Towards advocating for kingdom unity in networking to achieve excellence together across all denominations we collaborate and celebrate dominion in kingdom business drive forward as a team toward our mission. We play to win and openly discuss options when our goals compete. We unite to deliver results for our kingdom business full of able professionals and leaders.
- 90) Our Kingdom Professionals / Leadership Summit empowerment and networking will package mentorship/ coaching towards openness to welcome new ideas and opinions, especially if they challenge our beliefs. We actively listen with humility and respect as one team in participation, communicate directly, share feedback at all levels, and engage in debate while maintaining our objectivity.
- 91) Our Kingdom Professionals / Leadership Summit empowerment and networking will package mentorship/ coaching Sharing our believe in Mastery at the same time diversity offering an environment of continuous development where you can do, and become our best to offer Hospitality going beyond the expected to provide unparalleled experiences and help our clients and customers do the same.
- 92) Our Kingdom Professionals / Leadership Summit empowerment and networking will package mentorship/ coaching believe in Communities we create and serve, our community of team members and in giving back to the communities and nation we live in, .to enjoy what we do not just a job; it's a calling, and we love it.
- 93) Our Kingdom Professionals / Leadership Summit empowerment and networking will package mentorship/ coaching to enhance accountability, we seek to create wildly successful leaders in all platforms of business, humanitarian, organization and government leaders by mentorship, coaching, exposure and impartation doing whatever it takes to enable our champions to be transformational leaders and their staff to be superstars.
- 94) Our Kingdom Professionals / Leadership Summit empowerment and networking will package mentorship/ coaching to deliver outstanding results by establishing a culture of exceptional execution of our projects and programs by rewarding those who create great outcomes in our organizations and in globally by supporting Various global awards schemes kingdom leadership awards, Kingdom Talent awards, education, creativity, industry and other 100 sectors etc in countries globally.
- 95) Our Kingdom Professionals / Leadership Summit empowerment and networking will package mentorship/ coaching to be optimistic continuously improve by viewing the business from a "Glass Half Empty" perspective to intensely focus global goals and agendas on how we can operate more effectively. We seek to develop our people by providing an environment that fosters personal development and professional growth. To operate with transparency by communicating internally and externally with unwavering candor, honesty and respect.
- 96) Our Kingdom Professionals / Leadership Summit empowerment and networking will package mentorship/ coaching to be accountable by measuring ourselves against the highest standards of integrity and fiscal responsibility in running kingdom business along with all our projects and programs through regulations and structures of openness and audits.
- 97) Our Kingdom Professionals / Leadership Summit empowerment and networking will package mentorship/ coaching to be transparent as we pride ourselves on providing complete visibility into the successes, and sometimes failures, of our business as we grow and scale. It is an integral part of our culture as we collaborate and work towards a common goal across all our functions.
- 98) Our Kingdom Professionals / Leadership Summit empowerment and networking will package mentorship/ coaching to stimulate Control and ownership of global responsibility of solutions by raising patriotism to own up being solution giver, good Samaritan, good will ambassador of humanitarian and supporting others impacting projects empowers our world to think critically and contribute to the development of global industry challenging platform.
- 99) Our Kingdom Professionals / Leadership Summit empowerment and networking will package mentorship/ coaching to be Flexible and relevant in our programs and structure to accommodate new challenges like Covid 16 and others that meet the world unawares empower countries and organizations in a work environment that is conducive to creating the optimal work/life global balance.
- 100) Our Kingdom Professionals / Leadership Summit empowerment and networking will package mentorship/ coaching seeking to create a Happy environment for the stressed in the nations to be around happy, motivated, and positive people the world and our institution will be a better place for generations to come boasting productivity. Pausing to ensure we're finding peace and joy along our journey is an invaluable component to sustainable and lasting success.

SUBJECTS TO BE TAUGHT IN OUR KINGDOM LEADERSHIP & PROFESSIONALS EMPOWERMENT SUMMIT

- Kingdom Codes of conducts- Overview of successful companies / organizations

- Communication of standards through training
- Dealing with rumours and heracies (don't be an agent)
- Methods to encourage employees to report possible violations to management
- Enforcement mechanisms through investigation and discipline
- Oversight and review to achieve ongoing improvement
- Diplomacy
- Media
- Communication
- Public Relations (Presentation)
- Establishing ethics and compliance standards and procedures,
- Appointing high-level persons to oversee ethics and compliance,
- Taking due care in the delegation of substantial discretionary authorities to individuals,
- Effectively communicating standards and procedures to all employees and agents through training and also through printed and electronic materials,
- Monitoring and auditing the operation of the ethics and compliance program and establishing a retribution-free means, (e.g., a help line) for employees to obtain information about standards and procedures and to report possible wrongdoing,
- Consistently enforcing discipline of employee violations, and Responding promptly to any wrongdoing and remedying any program deficiencies
- Business Ethics and Corporate Governance as Anti-Corruption Tools
- Fiduciary duties
- Corporate, agencies global opportunities
- Principal regulations governing Bank & Agencies business
- Personal liability
- Corporate law
- Stock exchange regulations
- Insider trading
- Guarding secrecy signing of non disclosure & circumvention agreement
- Copy rights
- . Structure and bueracrazy (Organogram)
- The employee training program
- Renumeration and Beneffits
- Grace Exit protocols
- Spirituality of our Organization duties (Divine call Fruitfulness, Servanthood, Paying Spiritual Price)
- Legal liability
- Reputation risk •
- Mitagation of loses (stewardship) faithfulness
- Principles of professionalism
- Procurement
- First Aid & Emergency Responses
- Charity and humanitarian work (Volunteer work to charity)
- Leadership Dynamics
- Retirement
- International relations
- Diplomacy
- Image Consultancy and Personal Branding
- Legal and Regulatory Requirements
- Internal and external stakeholders networking of the organization
- Technology versity (Handling online meeting zoom, google etc programs)
- company ethics program.
- Ethics Office,
- Communications strategy tailored to internal and external stakeholders – Safe reporting lines for ethical misconduct (anonymous whistle- – blowing hotline)
- Certification of company ethics officers Level 3: Leading by Example — Setting New Ethical Standards • External independent verification of ethics program and assurance
- governance structure,
- resource base and partnership Donor Ethics (Reporting, Accountability, Internal and External Audits, Publications, Videos, Documentary, Keeping records / Datas / Photography and video, Interviewing beneficiaries, Testmonies, Monitoring and evaluation.

- Code of ethics of Leaders and Heads separately.
- Trust and transparency
- Conflicts of interest
- Handling gifts, favors, and benefits
- Relatives
- Supervisory relationships
- Financial interests
- Political activities how to remain neutral with mega projects
- procurement
- Intellectual property
- Duty to report
- Kickbacks, bribery, and facilitation payments
- Dangers of Money laundering the is committed to good corporate governance, and ensure all payments and transfers are properly documented. Check for compliance with applicable Kingdom rules, policies, and procedures. Seek guidance if you have any concerns about the legality, destination, or rationale for payments or other transfer of property or information. Consult your manager, int, or ebc if you believe someone is soliciting a bribe from you.
- maintaining integrity in financial transactions misconduct includes fraud, corruption, sexual harassment, unauthorized disclosure of information, and failure to observe information security policies; other areas of misconduct are also identified in the staff rules. Has procedures in place to safeguard the institution's funds are used solely for their intended purposes and are not diverted for such uses as financing terrorism or laundering money.
- ensuring mutual security our relationship with the world bank group:
- personal security and safety all world bank group offices are responsible for taking operational and physical security measures to protect staff, facilities, and programs. Likewise, individuals have a personal obligation to be conscientious and to reduce risks. Helpful tips and advice are available to staff through
- Corporate security.
- Domestic abuse
- Sexual purity views domestic abuse as a serious form of wrongdoing.
- Confidentiality and privacy
- Being good global citizens our relationships with civil society
- Legal obligations
- Community commitment
- Environmental commitment
- confidentiality protections
- Retaliation protections
- Whistleblower protections
- Handling suspected misconduct lead
- decision-making tool 39 I e earn
- Community outreach diversity & csr
- core values study of successful companies
- authentic leadership - *the culture of integrity*
- employee responsibilities
- the employee code of conduct
- work ethics and corporate governance
- determine and apply corporate values
- apply authentic leadership
- develop and identify employee responsibilities
- design employee codes of conduct
- apply workplace ethics and reporting systems
- Corporate & employee best practices training seminar
- Proven adult learning teaching and facilitation techniques. Seminar technology methodology includes instructor facilitation, direct input, delegate discussions, case studies, reviews, interactive exercises and video presentations.
- Mentorship on Strategic Leaders
- Mentorship on Department Managers
- Mentorship on Team Leaders
- Defining Corporate Values
- The Role Values Play in Accountability & Responsibility

- The Benefits to Individual and Organisation Success
- Employing Governance Systems
- Corporate Social Responsibility
- Five Stages of Corporate Ethical Values
- Leadership Process Model
- Emotions & Emotional Intelligence
- Influence, Authority & Power
- Building Trust Within and Beyond the Team
- Courage & Self-knowledge
- Behaviour, Values and Beliefs
- Employer Branding
- Employees First, Customers Second
- Efficiency & Effectiveness
- Productivity & Corporate Values
- Performance & KPI's
- Cultivating Responsibility and Trust
- How do you Add Value.
- Dealing with Ethical Dilemmas
- Building Trust and Relationships
- Ethics and Leadership
- Guide to Ethical Decision-making
- Reviving Work Ethic
- Dealing with Difficult People
- Monitoring Performance & KPI's
- Giving & Getting Feedback
- When the Cracks Start to Show
- Making Yourself Heard
- Accepting Responsibility & Accountability
- Team Building Skills
- Life Skills

HIGHLIGHTS OF PRINCIPLES, QUALITIES, DISCIPLINES AND CIRICULLUM TO RAISE KINGDOM PROFESSIONAL AND LEADERS CHAMPIONS

1. Dedication- Dedication includes a strong sense of support and loyalty to a business or career role. Committed employees are often more purpose-driven in both their personal lives and their careers. As a dedicated employee, you might have the following traits:

- A passion for your work
- A positive attitude toward your job in general
- Punctuality for all work-related events
- Flexibility when assigned work tasks

A dedicated employee doesn't need extensive experience in their field, but they're willing to put in the training and work required to gain any necessary experience. They are goal-orientated and are more likely to strengthen any qualities they may need to improve.

2. Confidence- Confidence and productivity often work well together. Confident employees not only believe in their own abilities to manage tasks, but they are also more likely to convince managers, coworkers and customers of their abilities as well. As your confidence grows, you may exhibit some of the following characteristics:

- You listen more than you speak.
- You are always looking for ways to improve your skills.
- You know when to ask for help.
- You can quickly adapt to a new role.

With developed confidence, you might also find it easier to embrace challenges in the workplace. This includes immediately looking for ways to overcome these challenges and succeed at your current tasks.

3. Reliability- A reliable and dependable employee is a trusted one. Reliability is an important factor in knowing that the job will get done and it will get done well. Reliable employees are valuable in the workplace because they prove that they can finish their tasks without much supervision. Becoming a reliable employee includes:

- Showing up to work-related events
- Coming to work on time
- Consistently meeting deadlines
- Producing high-quality work
- Showing eagerness to take on more significant responsibilities
- Taking initiative when needed

4. Teamwork- Teamwork is a requirement in most work settings. Successful collaboration requires excellent communication skills, patience, tolerance and dedication. By demonstrating strong teamwork skills, you can also exhibit a series of other desirable skills. Being a team player is crucial when ensuring that you'll be a positive addition to the current team. Good team players are:

- Flexible with change
- Committed to their own successes and the success of their teams
- Reliable and responsible
- Strong problem-solvers
- Supportive and respectful of their coworkers

In organizations that rely heavily on teamwork, adaptability is also important. A team member who can quickly adapt to different roles, including as leader and motivator, will usually have an easier time joining an existing team.

5. Independence- The ability to work independently is just as important as the ability to work well with a team. Even in organizations that are heavily team-oriented, you will still do some work on your own. There is also some level of trust involved when your manager and team members expect that you'll complete a task individually. As an autonomous employee, you offer the following:

- Strong focus
- Developed time-management skills
- Resourcefulness
- The ability to critique and edit your own work

When you can work independently, your employer can also more easily rely on you to complete job tasks without the need for much supervision.

6. Leadership- Strong leadership skills can help you move your company forward. They can also help you guide your team members toward developing skills of their own. Influential leaders have a wide collection of skills, including self-confidence, reliability and honesty. As a leader, you may exhibit the following traits:

- Strong organizational skills
- The ability to identify a team's strengths and weaknesses
- Confidence in your abilities to lead teams
- The ability to inspire others
- Empathy toward team members
- You can give feedback in a constructive way

If you have strong leadership skills, one of your biggest advantages to our organization is that they we eventually promote you. Promoting from within cuts recruitment and training costs. Leadership is also a crucial employee quality. Hiring an individual who expresses leadership traits gives others someone to look up to, which can increase motivation and productivity levels within our organization.

7. Interpersonal/communication skills- Strong communication skills will benefit us in almost every type of job. During your career, you will likely spend a significant amount of time communicating with customers, coworkers, vendors or managers. Strong interpersonal skills ensure that these interactions are positive and effective. A good communicator often demonstrates the following traits:

- A high level of professionalism
- An open-minded approach to new ideas
- The ability to interpret nonverbal communication patterns

A strong communicator is also a good listener. Excellent communication involves active listening, which requires fully comprehending what the other person is saying and responding to them appropriately.

8. Self-awareness- Self-awareness allows you to understand your strengths and weaknesses. It can also help you recognize when to ask for help or feedback on your work, allowing you to improve your skills continuously. The greater

you develop your self-awareness skills, the easier you will be able to reflect on the skills you've gained since beginning in your position. Self-awareness often includes the following:

- Strong emotional intelligence
- Understanding your role on your team
- Asking for and learning from feedback

9. Integrity- By hiring employees we trust we can focus on other areas of the businesses. Integrity includes traits like accountability and honesty. Integrity also means being honest about your capabilities and preferences. For example, with high levels of integrity, your coworkers can come to trust you to be honest with your ability to complete a project. Transparency in the workplace is important because it shapes a company's culture and success. When your team members know what to expect from you, you can more easily develop team strategies that lead to success within your department. This can ultimately lead to your company's success as a whole. If you've developed your integrity as an employee, you might display the following traits:

- You are honest about your work progress.
- You are ethical in all business practices.
- You are aware of core values and demonstrate them regularly.
- You make all decisions based on integrity and honesty.

Integrity is one of the most important characteristics of a good team member because honesty creates an environment of open communication. When employers and employees feel free to share their concerns, questions and feedback, everyone in the organization can benefit.

10. Ambitious- Ambitious employees are willing to go the extra mile whether to achieve company goals or make their way up the corporate ladder. They will not shirk from putting in their best because they set goals and high expectations for themselves. They also strongly yearn to progress in their career. Ambition triggers openness, creative ideas, and a go-getter attitude – all of which are good for your company. However, your ambitious candidate should have a sensible amount of emotional intelligence within him. This is so that he does not alienate most of his co-workers in the march towards his ambition.

11. Confident- we shall be handling a project over to someone who's confident over someone who's hesitant and unsure of himself. A confident employee is also more willing to take risks or go for challenges that an uncertain counterpart would shy from. Great outcomes come from people who have faith in their abilities and talents. If the candidate is someone who you would want to interact directly with a client(s), the latter too will be impressed by the person's self-assuredness and therefore feel like continuing the business relationship with him/her and your company.

12. Humble- Nobody likes someone who boasts or brags about their accomplishments. The more preferred candidate for a future employee is someone who would prove their value through their hard and commendable work rather than through words, whether they are true or exaggerated. A productive workplace should not have arrogant employees.

13. Committed/Passionate- All employers love a person who's willing to do more than what's required from him (even things that don't fall into his line of duty), is constantly exceeding expectations and happily accepts any task or project, however difficult it may be. In addition, a person who is passionate about his job will not feel like he is working. Thus, he will naturally put in his best because he loves what he does. He also derives happiness from the time spent with his co-workers and superiors. Though money is a motivator to work, people who work for you should also appear like they enjoy what they're doing to get that money in their hands.

Two questions we ask at the interview to identify a passionate person are given below with how they help:

i. What was it about your work that made you most satisfied at your last place of employment?

The answer to the above question will let you know whether the person is really looking to put his passion into practice by working at a particular job or instead, looking for comfort with a specific work style or culture.

ii. How do you keep up-to-date with your industry?

If the candidate is unable to cite any personal or professional development he's done of late, it is definitely a red flag as far as passion is concerned. Those who are really passionate about what they do, spend extra time outside working hours to better their skills and develop their knowledge. The genuinely enthusiastic would probably smile and have a spark in their eye when answering this question.

14. Reliable- What could be more irritating than an employee who does not follow instructions? Either he is not as serious as he should be or did not listen attentively when the instructions were given. Either way, the result is mistakes, faulty products and the missing of important deadlines not to forget unhappy, disappointed customers and/or clients. An employee who does not listen to the whole thing but likes to budge in between presents a picture of lack of respect for his boss. Following instructions shows that the employee takes his responsibilities seriously and is capable of shouldering additional responsibility. Reliable also means showing up for work on time, informing the concerned authorities when he cannot make it, and keeping to deadlines. A dependable worker has a greater likelihood of remaining on the payroll.

15. Positive Generally, people don't like being around those who are pessimistic, negative or just plain unhappy. Just like the co-workers, we would love to see someone who comes to work with a smile on his face and is always optimistic, whatever the situation. Positive and happy behavior is contagious. It practically lights up the workplace. However tedious or menial the task, a positive person goes about his work happily and efficiently. In addition, problems call for solutions and employers desire workers who can recognize problems and assist in suggesting, devising and executing solutions. The more problems they help solve, the more precious they become to your organization. The ideal employee is willing to accept responsibility for all that he does. Optimistic people are a recipe for better teams and better culture. In short, it is really great to have a positive employee to realize your organization's bigger goals. A wonderful way to identify positive candidates during the interview process is to ask questions such as:

Can you give me one or two examples of things you're really optimistic about in life?

16. Culturally fit- Finding a candidate suitable for our office culture is valuable. First we make sure that we have a clear idea of what your company culture is about. Think along the lines of the characteristics and values that you and your existing staff hold important. Our hiring team is well-versed with your organization culture. Decision-making, language, and daily workplace practices also show workplace culture. Some examples of interview questions that can help you find an employee suitable for our office culture are given below:

When we do find someone who is a cultural fit, we be prepare to attract them to things like great compensation packages, inspiring leadership or opportunities to have a direct role in our projects as per structure. Employees who are not a match to our environment usually leave in favor of a work culture or environment that is in harmony with their beliefs and values. Here's an example of what it means to be culturally fit. An employee who likes to work in a team and welcomes feedback from all kinds of people is prone to be efficient in an organization where teams are vital for daily operation. On the other hand, an employee who is not comfortable with a team wouldn't be a suitable fit for a workplace with team culture.

17. Driven or self-motivated- Self-motivated individuals don't need to be pushed to get work done. They possess the stamina to perform outstanding work and usually, work hard consistently. You don't have to worry about slack or lost hours when there's a self-motivated employee working for you. They also fix a pace and model that others can and want to follow. The return on investment for such individuals is very high because with respect to cost, they don't need additional rewards. Self-motivated people know what their purpose is in life, and they live it. They rise above adversity, problems, momentary failure and loss. They believe in others and themselves too. They epitomize humility and can laugh at themselves, take criticism and admit vulnerabilities. They are persistent and try to keep updating their knowledge on a regular basis.

18. Enthusiastic/eager- People who arrive for work energetic and enthusiastic every day, have an edge over their counterparts who are not as enthusiastic and also, easily burn out. Eager and upbeat employees are always happy to

learn new things and to strive for greater success. They help to build a working environment that triggers new ideas and is unique and enjoyable to their co-workers too.

19 Hard-working- Nothing can replace the benefits of hard work. There are some people who work hard for a few years and then lose pace. Also, people who are particular about working only from 9 to 5 even when urgent projects need to be completed, cannot be considered as hardworking as one who is willing to put in extra time and effort. The basis of an effective organization lies in how capable it is of hiring result-oriented and industrious workers who execute. Ideal employees keep reminding themselves of how essential it is to themselves and the company they work for to keep the hard work going.

20 Team Spirit- It is not only essential to perform well as individuals but also as a member of the team. To do well in a team requires patience, tolerance, and good social skills. Team efforts are associated with many advantages: work gets done faster and is more likely to get done when more people are involved, relations among employees improve, and members of the team learn from each other's characters, feedback and contributions to the team.

21. Self-managed- Every organization loves someone who doesn't have to be told what is expected of him and is even willing to do more. In addition to being aware of his roles and duties, the self-managed employee strives to improve himself, reduce his weaknesses and play up his strengths. If the self-managed employee is self-disciplined, even better. He will not waste his employer's precious money and time on distractions such as the cellphone or casual internet browsing. He is also punctual, doesn't procrastinate or take unnecessary breaks and is conscientious.

22. Proactive- There are two kinds of kinds of employees – reactive and proactive. The former wait till they are told to do something while the latter take initiative in discovering inventive methods of being productive so that their company gains from it in the process. The latter thinks ahead and implements without expecting a request. A proactive worker truly stands out, and any manager would favor him for advancement. We hire those people who are willing to take action and chances. Of course, chances could lead to failures but then, failures are the stepping stone to success. Failures help to build up confidence while encouraging the birth of new ideas. Action-oriented and not stagnant employees are the ones who are going to make money for our organization income enterprises.

23. Marketable- Marketable means the employee should be presentable to clients. He should be someone who can represent your business in a way that conveys a good impression of it to the client. So in addition to being well-groomed, he should be professional and have a favorable personality.

24. Detail-oriented- It is essential to pay attention to details. Even the slightest of mistakes could create major issues. Employees who take detail seriously are also ones who delight in their work. They put in the extra effort for minor details that many others possibly take for granted. In simple language, this means crossing the t's or dotting the i's.

25. Autonomous- Employee autonomy means that they have freedom and discretion with respect to how to schedule their work and coming out with their way to carry it out. Being a boss, you have multiple tasks to look after. So, when you delegate a project to the individual you're appointing, you wouldn't be happy if he kept asking you questions. You would prefer execution. An autonomous employee is capable of managing his time well enough to get monster tasks done quickly and productively.

26. Creative- Our operations and businesses need people with great ideas to really grow and prosper. Your employees should be ones who are willing to experiment with new things and think out-of-the-box that in itself will help reduce the redundancy and mundaneness of the daily routine. In addition, it will help improve employee and company productivity.

27. Honest- Whatever and how many other qualities an employee may have, he is incomplete without authenticity and integrity. Employees who are not forthright and honest would lead to clients being out off and consequently, trouble for our organization. Honesty and transparency are two sides of the same coin. So, an honest employee will be transparent at all times. Transparency improves our office culture and environment and makes people feel happy within the walls of the workplace. Honest and humble people, especially when they are in the higher ranks of the company, are greatly appreciated.

28. Communicator- Our organization is social and are happy to hire employees who can communicate in a lucid manner and well, whether when speaking or writing. Inappropriate or inaccurate employee-employee communication can lead to many issues within the organization and with clients as well.

29. Has leadership qualities- Leadership starts with self-confidence and is strengthened by repetitive success and positive reinforcement. If you have a person with leadership qualities working for us, we can consider possibilities of giving them a key leadership role in our organization.

30. Loyalty- We seek to have employees who won't refer to our customers and clients to a competitor because they have been promised a commission by the competitor, or simply out of spite. We want employees who are loyal, employees that you can trust to work professionally for the best interests of our organization at all times, even without close supervision.

32. Flexibility- Our global organization is highly dynamic, and for effectiveness it needs to be capable of adapting quickly in response to changing business conditions. For this to happen, we need to have employees who are flexible, employees who can adapt to new ways of doing things within a moment's notice. If employees are rigid, our organization will be equally rigid.

33. Eagerness To Learn- This is closely related to flexibility we seek employees to adapt to changing charity and business conditions need to learn new skills and new processes. Therefore, we seek to look for employees who show eagerness to learn. In addition to adapting to new business conditions, employees who are eager to learn will keep improving as they gain new knowledge, thus making our company more productive and efficient.

34. Independent Thinking- We seek to hire employees who are capable of independent thinking. Instead of agreeing with everything you say, such employees have their own ideas and opinions, and they are not afraid of sharing them. Having such employees is a huge advantage because it gives us access to fresh ideas and new perspectives that could be crucial to the success of our organization.

35. Professionalism- Professionalism is another hallmark of a good employee that we seek to hire in all our units and projects. Candidates with the quality of professionalism carry themselves as professionals at all times. They dress and act appropriately, they are always on time, and they are competent in their work. They know how to prioritize their work and handle their work responsibilities on time. They are focused on their jobs, they are respectful and courteous towards your customers, and they care about the reputation of our organization.

36. Decisive- Our dynamic organization works in a professional setting requires tough decisions to be made at different times such as emergency, and therefore we want employees who are not afraid of making such sober decisions as per structure and scope in the chain of command. Instead of waiting for the boss to make every single decision, a good employee should be capable of analyzing a situation and their possible options, evaluating the possible outcomes, and making a firm decision.

37. Organized- Being organized is a very important character trait in our workplace. We don't want employees who keeps misplacing important documents, tools of works, missing meetings and deadlines, forgetting tasks they need to work on, and so on. It can be very frustrating. To avoid such frustrations, we seek always go for employees who are well organized, employees who can plan for their time and who know what needs to be done when, who know how to properly manage their paperwork, and so on.

38. Problem Solving- Our organization is also humanitarian offering socio –entrepreneurship our day to day life in our global mandate we get involved solving various problems. Problems in communities, customers, suppliers, systems, employees, and so on. Therefore, it is important for us to find employees who have a knack for problem solving. Whenever such employees encounter a problem, they will take it in their stride and resolve the problem as a normal part of their workday. Employees who do not have problem-solving skills, on the other hand, will have to wait for someone else to come and resolve the problem for them, thus holding up work and burdening other employees or their bosses.

39. Confidence- Having confidence is a great quality our employee should have. Being confident means facing challenges without any fear and the assurance that they will perform well even under pressure. Confident people are willing to take risks and be able to complete tasks without any worries.

40 Excellent Communication Skills- Our organization is diverse and massive with a lot of internal and external communicating dynamics. The skills to relay information quickly and efficiently is important, especially in biotech, where data is crucial. Having excellent communication skills is key to success for our organization. This leads to having the ability to collaborate among people in the team to be successful in whatever that they do.

41. Work Experience- Benchmarking bring best experience and best practice to us work with leaders to bring this values. In hiring having relevant work experience is a great quality we must know who we are hiring and have enough knowledge for that particular field. According to this report, work experience can reign supreme over having advanced learning. Whereas 91% of the time, companies would pick someone with more relevant experience over those with advanced degrees or those who went to well-known institutions. This is because most companies focus more on those who could help the organization advance faster because of their experience. However, in our organization we seek to hire fresh graduates and train them internally to acquire experience within us but with minimum damage as they grow their skills.

42. Growth Mindset- As an employee, having a growth mindset is a great quality to have. A growth mindset is having the ability never to stop learning, even if you think you are in your highest knowledge. A person with this trait looks at failures and challenges as a way to learn and improve themselves. Along with this is accepting changes and looking at it as an opportunity to sharpen their minds and gain more experience to contribute more to our organization.

43. Leadership Potential- We seek and develop leadership potentials. Having leadership potential does not always lead to becoming an executive or a manager in the future. Yes, many people aim to reach that goal, but the quality of having leadership potential is the ability to inspire other people to improve. It is when a person brings out positivity and motivates people to become better.

44. Innovative Ideas- In line with having a leadership potential is having ideas that are innovative and fresh. As an employee, everyone works hard to reach the top and be successful at what they do. Those employees share new ideas that can improve our organization for the better. This is in line with having the mentality of growth and improvement.

45. Teamwork- Dealing with people is part of the process as an employee within and as we deal with other stake holders. Working for a team to achieve a common goal in all our agencies, departments, projects and programs is what will lead to success. Becoming a good team player is a great trait every employee should have in our organization with strong interpersonal relationship skills. It is the ability to collaborate with other people, support and respect everyone, and adapt to new changes easily flow and connect with people taking responsibility to make our organization team to succeed.

46. Reliable- Reliability goes hand in hand with honesty and having the integrity to work well for our organization. This is an important trait our great employees should have. A reliable person gets the job done with minimal supervision and does it accurately meeting targets.

47. Respectful- Whether it's in the workplace or everyday life, being a respectful person is something everyone should be. As an employee, you would want to be respected just as much you want other people to do the same to you. In terms of conflicts and resolving issues, it should be done in a good manner while maintaining peace. In line with this is professionalism.

48. Seeking Professionalism- When dealing with issues, judgments should be carefully considered so they are not based on emotions alone. In line with respect, maintaining a professional attitude and guidelines needed when dealing with other employees. Separating professional life with personal life is very important.

49. Problem Solver- A great employee should also be a problem solver. He/she needs to think about conflicts that may arise. They should know how to face them with proper solutions and think about the consequences of their actions. A problem solver shows their best efforts to complete a task and does not leave any unfinished work on the table.

50. Committed- Being committed to the work and making sure every task is done well goes hand-in-hand with problem solving. Committed people are passionate people who have their focus set straight on work and the willingness to accept work constantly, however hard it may be.

51. Creative- In science, being creative can mean thinking out of the box to create solutions to problems, collaborate with other people, and frequently ask questions to improve on things.

52. Generous-A great employee is generous. Generous about sharing new information, expertise and experiences through mentorship and coaching. Generous people know the power of knowledge and how it is important to be shared in order for other people to learn. Our organization is humanitarian so we seek generous employees who can also give time, finances and resources to the cause of the needy besides distributing the donations availed by us. In that we can trust that such employees who give their own will not mismanage or corrupt or steal what they are meant to distribute on behalf of the organization. It is through giving that we receive and enjoy blessing. We trust easily people who have been giving to others to take care of our resources that is a great virtue we look at when recruiting and develop within our organization culture of generous staff.

53. Curious- To learn more to make us better- Great employees are curious. They want to know the “whys” as well as the “whats” of things. Curious people are people who want to learn. Being curious is being able to learn more and accept suggestions from people to improve on things. These are some of the qualities every employee should know or learn to improve themselves and become better at what they do. It is important to have these traits to succeed in whatever field they are in.

54. Passionate- Passionate employees are engaged employees. Passion is the trait that really makes a difference in an employee doing quality work and his commitment to our organization. An employee lacking passion for the job might get the work done. But the difference will be seen in the employees’ long-term performance. A dispassionate employee, sooner or later, shows signs of lacking motivation and decreased productivity. We identify passion by checking.

- A long-term, goal-oriented commitment to a specific domain.
- Always seeking knowledge from new challenges.
- A tendency to form strong, trust-based relationships.

55. Strong Work Ethic- We seek to get ideal employee that have enviable work ethics. An employee with a strong work ethic will be hard-working, dedicated, and determined to deliver their best work on time. When employees have a positive approach towards work, they’ll require less management to get the job done. It also becomes easier for managers to delegate tasks to the team members when they display a strong work ethic. A good set of work ethics will be the difference between a top performer and an average employee. If you hire employees with years of experience but no work ethics, it will only be a liability to you.

56 Honest- Honest employees aren’t afraid to voice their opinions, ideas, and frustrations without disrupting the work environment. When employees aren’t forthcoming, they will most likely take these internal frustrations and turn them into office gossip. However, honest employees are so much more than that. Among the list of qualities of a good employee is to hold the highest standards of conduct as part of everyday activities. Such employees represent a solid commitment to ethics and integrity of doing work. Ideally, organization culture should place honesty and transparency among one of its major agendas.

57. Confident. The value of a self-confident employee is a great asset. Without confidence, human performance is relegated to untapped potential. Without confident employees, there is no action and no influence. We shall benefit from confident employees because they are:

- Great contributors as they are more open.
- They are effective communicators.
- Good motivators.

- Make for great role models.

Confident employees are crucial to customer-focused roles. Ultimately, it will hugely affect our brand perception.

58. Ambitious- Ambitious employees are somewhat trickier to manage. On the one hand, ambitious employees display all the qualities of a good employee. They deliver great performances, innovate, and are incredibly dedicated to their job. On the other hand, ambitious employees are even harder to retain. It means making drastic changes to our organization culture, career advancement, and benefits package we provide a work environment that helps them thrive.

59 Team Builders - The teams are what make our organization function. And teams need reliable team members and leaders along with mobilizers for our events to perform at their optimum. When employees share responsibilities, it becomes crucial that everyone holds up their end of the job. A great employee shows incredible individual results but not be a satisfactory team builders and players. An employee who refuses to cooperate fully with their team lacks a critical skill set and misses the necessary camaraderie. Ultimately, a good builder and player will produce results that far outweigh what each team member could do by themselves.

60. Critical Thinkers- Great employees exhibit the necessary critical thinking skills. Thinking critically is the skill set of looking at a problem and coming up with a logical solution. Generally, this is done by reviewing different perspectives and possible solutions. Employees with such critical thinking skill sets:

- Ask the right questions.
- Identify business strengths and weaknesses for the long-term.
- Can identify problems and provide helpful solutions.
- They are great out-of-the-box thinkers.
- Never miss out on the crucial details. Our Organization need employees with strong critical thinking skills, they are identified as assets.

61. Action Oriented. Employees who are most likely to take the initiative and display leadership skill sets. Action-oriented employees are ambitious, confident, and are always looking to innovate. Every now and then, our organization because of her diversity need someone to go above and beyond their job. Action-oriented employees thrive on planning and doing all it takes to get the job done.

62 Protocol and Good Communication Skills. Having good communication skills is undoubtedly one of the most essential qualities of a good employee we seek. Having a good set of communication skillsets can often set candidates apart in the hiring process. People who communicate effectively with managers, team members, and customers are genuinely ideal employees. Good communication skill sets are about having:

- Oral communication skills.
- Listening skills.
- Written communication skills.
- Presentation skills.
- Showing integrity and valuing others' opinions.

63. Accountability- Reliable people make ideal workers. An accountable employee will take charge of his work, actions, and results. They make for great employees because managers can assign or delegate tasks to them without fear. Most often, reliability also makes them ambitious employees as they tend to get things done.

64. Trustworthy- First and foremost, a good employee needs to be able to build trust in their people and throughout the organization. This is absolutely paramount. If your people don't trust in your character or are skeptical about your vision, they're not going to put in the effort needed to make it a reality. Building trust is all about being honest with your team members, whether it's about expectations, outcomes, performance, or otherwise. With trust comes respect, which is integral to inspiring action among your team members. This also promotes good stewardship of all resources distribution for charity and humanitarian work.

65. Articulates purpose and goals- Building trust is about clearly articulating where you stand, and your reasons for taking that stance. In the workplace we seek leadership and employees that communicates goals and objectives to their teams. But if goals are too abstract or begin to resemble orders rather than meaningful tasks or objectives, your people won't feel invested enough to adopt them as their own. Instead, the unexplained goals seem more like targets that don't really add up to much. A good leader needs to break down these objectives by explaining what they mean for the team, the organization, and the business. Some will, of course, be more straightforward than others. This not only inspires confidence and trust in the leader's vision but also helps develop an atmosphere of transparency throughout the organization. Our teams will be privy to and have a stake in decisions made which gives them a sense of ownership and makes them feel like part of a cohesive whole.

66 Exemplifies the culture- Our management Leaders and employees need to support their people. But they need to keep in mind that they're also cultural representatives of the whole organization especially C-suite executives, are relied on for guidance on how to act, how to behave, and whether or not they're true to their espoused values as organizational culture champions, whether they're aware of it or not. They're on display for all to see, and how they act influences how employees view the company and their own role within it. Effective leaders are self-aware enough to recognize and understand this, and they act accordingly. They live the organization's core values in their professional lives and contribute to a healthy company culture as best as they can.

67. Recognizes accomplishments- One way of living and promoting organizational culture is to recognize and acknowledge our people's accomplishments, both publicly and materially. Reward of our employees and then put that on blast to the rest of the organization. Promotions, lateral moves, team changes, restructures, employees taking on more responsibilities, doing exceptional work, etc.—make sure the whole organization knows when people are achieving goals and progressing in their careers. This gives the rest of the organization a chance to extend their own congratulations and something to aspire to in their roles. A good leader understands that good news for one employee is generally good news for the rest of their people, too.

68. Empathetic. Our organization is humanitarian we need leaders and employees who are empathetic who will be effective in many fields such as.

- Knowledgeable about common causes of workplace stress
- Accommodating and supportive of physical and mental health issues
- Always available for tough discussions
- Aware that an employee's performance is contingent on several factors, some public and others private
- Respectful of privacy and confidentiality
- Exercises a zero-tolerance policy that immediately shuts down any gossip, bullying, racism, sexism, misogyny, ableism coming from their team, colleagues, and senior managers
- Always ready to defend their team members
- Aware that each team member is different, and evaluates performance subjectively

Being an empathetic leader promotes a culture of empathy and makes your people know that you value them to such an extent that you want to understand where they're coming from.

69 Admits when they don't have all the answers

We seek employee leaders in our natural inclination is to, well, lead. You want to inspire your people to follow you and your vision. But what's often misunderstood about the leader-follower relationship is the idea that the leader possesses some innate knowledge about the best possible course of action at all times, and could never be wrong. And that the followers, your team, don't. Getting into this type of mindset is one of the worst mistakes an otherwise good leader can make. And reinforcing it only means you'll eventually find yourself surrounded by yes-men and sycophants who are too afraid to voice dissent or steer you down the correct path. A competent leader employee is self-aware about their strengths and weaknesses. And because of that, they encourage debate, open discussion, feedback and promote an atmosphere of professional disagreement and eager to be held accountable and readily admits when they're wrong or have made a mistake.

70. Knowledgeable- Our employee leaders should be as up to date as possible on the trends, research, innovations, technology, and advancements in your field or area of expertise. For example, if you're a Marketing Manager, it benefits you, your team, and your company if you're incredibly well-versed in what's going on in the marketing world. You should be doing research constantly, listening to podcasts, brushing up on the competition, reading books and articles, attending and presenting at conferences, you name it. Being an expert in your field doesn't give you leeway to always be right, but it definitely makes you a valuable resource for your team. If they have a question, you're there.

71. Understands their people's expertise- Our Strong leader's employees are also self-assured and confident in their abilities. More importantly, though, they're confident in the abilities of their team members. Delegating and empowering your team to succeed relies heavily on your confidence level in their work and expertise. As a great leader, you're willing to defer to a team member's expertise if you don't know the answer to a question, eager to make room for other opinions, and always able to back down from an argument. A leader should strive for and exercise humility. Once you build trust in your team's abilities, you won't need to spend much time making sure they're meeting goals. A respectful leader avoids micromanaging like the plague.

72. Communicates effectively and receives feedback- Our mega structure of agencies and departments needs effective communication and regular feedback across the units. Exceptional communicators are not super articulate word geniuses. But more importantly, they recognize that their mode of communication depends on their audience. A good leader communicates effectively by thinking about who they're communicating with and adapting accordingly. An effective leader needs to be especially adept at communicating because their job is so dependent on inspiring people with their words and actions. Using your words effectively leads directly to better results.

73. Acts as a visionary- As a leader our primary job is to ensure your team is on task and doing their best to achieve your vision. And that vision is what drives every single one of your actions. The best leaders are committed and passionate about their vision and are able to share that same passion with their teams. They strive to unleash our organization's vision and what it could evolve to. Sometimes this quality comes so naturally that it's almost effortless. For others, it requires more effort.

74. Demonstrates commitment- committed to our vision spending time emphasizing our commitment with our teams. After all, they're the ones that need to be convinced if you want to inspire action and make progress. The best leaders are constantly reminding their people, through their words and actions, about their commitment and the goals in place to help achieve the vision. This is good for morale and absolutely crucial to sustaining the health of the organization.

75. Big-picture thinking- Our True leaders are strategic in making decisions and focus on the big picture. They're familiar with our organization's history, the people dynamics, as well as institutional knowledge. To achieve the same goals, they implement effective communication and align departments. When implementing new processes or solving problems, understanding how people behave is crucial.

76. Encourages innovation- Our innovative leaders seeks out opportunities for teammates to develop their own ideas. They're open to experimentation and all kinds of discussions, not afraid of taking risks or stand out from the crowd. In the highly competitive environment of today our charity and business units needs creativity to stand out from the crowd. Leaders who nurture creativity can produce better and newer products, streamline processes, and attract more talent. Here are some ways to encourage creativity our workplace:

- Maintain high forms of collaboration and sharing
- Offer employees a chance to tap into new skills through workshops and Lunch n Learns
- Offer flexibility and ample time for ideas to mature
- Be specific about the problem, not how to solve it

77. Practices honesty- Honesty is contagious. Be an exemplary force for trustworthiness and integrity, and your team will follow your lead. When a leader is vulnerable, this allows teammates to build connections and relate to them. A sense of loyalty within the group is also nurtured when a leader gives truthful updates without covering the bad news.

78. Masters active listening- Active listening is a must-have quality and should be top of mind for all our leaders. it's easy to forget that there are two parts to communication: talking and listening! When teammates know they're heard at work, their employee experience is improved because they feel valued and understood. This builds trust and deepens relationships. With fewer of us seeing each other every day, Our leaders must read between the lines and be comfortable with silence.

79. Exudes self-confidence- Our leaders are sure of themselves and can defend their decisions in line with our organization structure and dynamics. They understand their capabilities and step out of their comfort zones, knowing that the risks will bring them great rewards. Confident leaders bring about change. They're able to make impactful decisions, solve conflicts, and take full responsibility for what they achieve. Although self-confidence is an critical leadership trait, over-confident individuals should be aware of the following negative consequences:

- Diminished trust
- Damaged relationships from shutting down other voices
- Arrogance when resisting feedback

80. Delegates well- Delegation is an essential leadership quality. Knowing your teammates well and delegating tasks according to those strengths will help maximize team performance. It's also helpfultsuppo to understand the motives and goals of individuals to help them develop their skills and career paths.

81. Shows curiosity - Having a broad perspective comes from being open to learning from different sources and people. Our Leaders will require to be informed in the latest technologies, keeping inspiration fresh so they can implement them in our organization and businesses operations. They should be resourceful, always ask questions, and challenge the thought processes of their collaborators.

82. Strong emotional intelligence -Our Leaders are expected to have strong emotional intelligence know that their people look up to them as role models. It's why they're often self-aware and understand other people's perspectives. With strong social skills, successful leaders are able to build deep connections while evaluating and understanding their own emotions and biases.

86. Empowers their employees- Empowerment is crucial for our employee engagement and their long-term commitment. This means that leaders need to ensure that their teams are equipped with the right tools, guidance, and collaborators to do their job. Empowered employees also know that they can make the right calls and decisions in their areas of expertise with true empowerment also provides people the necessary clarity and direction.

87. Willing to problem-solve - The modern leader has so much more to do than delegating tasks or managing a team! Our organization and business will have to solve problem-solve of communities, nations and globally on the fly, and that's why our leaders should respond quickly, identify blind spots, and use data to spot patterns. They're also able to use relationships and other sources to come up with creative solutions.

88. Supportive to teammates- Providing enough support and guidance, such as training and tools, will help teams do better jobs. As a leader our role is to remove blockers from workflows and provide clarifications when things are messy. Our employees appreciate it when leaders are passionate about their goals while understanding their limitations. Not only do they know what's going on in people's personal lives and grant flexibility, they coach employees to consider other problem-solving methods and provide resources.

89. Life-long learner- Great leaders are almost always interested in personal development. The best ones are always learning new things and keeping up with the latest trends or news within the industry. We talked about leaders being knowledgeable but admitting that they don't necessarily have all the answers. But if you don't know the answer off-hand, a great leader will make sure they find out as soon as possible. What makes a good leader is that they're always in research mode as a means of assisting their team.

90. Spreads positivity- The most inspiring leaders can boost morale and motivate their employees when they're feeling stuck. Of course, not everyone has a cheerful, always-happy leadership style. But setting an example is critical—when employees are inspired to evolve and improve continuously, not only do they do the best work, but their sense of fulfillment increases as well.

91. Ethical- Our employees need to respect each other. The fastest way to erode trust and create personal conflict in our organization is having a toxic leader who lacks integrity. Since leaders make decisions on a daily basis, this impacts the wider organizational behavior and attitudes, as well as the reputation of your entire workforce.

92. Develop our leadership skills- No leader demonstrates all leadership characteristics. So we intentionally develop them. Here are some ways to observe and train up those essential skills:

- Take leadership initiative, even in external projects such as interest groups
- Become self-aware of your strengths and weaknesses by analyzing them
- Follow the best leaders and listen to their learnings
- Be helpful and resourceful for everyone
- Evolve to become a self-starter
- Network with leaders you admire and ask questions

There are so many ways our leaders will be effective, inspiring leader in the modern workplace. It'll take plenty of life scenarios, experiences, and working with different people to cultivate these specific leadership qualities. But perhaps the most important mindset you can have is to think of your people not as subordinates or followers, but as talented members of the same team. You're there to support them, and they're there to support your vision. A great leader recognizes this and a great team admires them for it. What are the common attributes of great leaders you've worked with? Feel free to leave a comment below if I haven't covered your favorite leadership attribute!

93. Self-motivated: - Our Motivated leaders desire to achieve above and beyond expectations. This comes from their passion, pride and desire to become better and the motivation to do things better than everyone else. To succeed as a leader, you need to be motivated, and no one else can do that for you except your self. Nothing will work unless you do. – *Maya Angelou*

94. Standards: Leaders hold them selves and the people around them to a higher standard than most, both on a personal and professional level. Leaders understand that in order to achieve higher standards, they need to have strong values, hold themselves accountable for their words/actions and never make excuses. Remember you're the average of the five people you spend the most time with.

95. Confidence: confidence can be one of those things you either have or don't have, but can be practiced and learned we want to create this environment throughout our organization. Confidence has to do with our inner perception of your ability to fulfill a particular role and is built through your experiences and dealings during your life. To build our confidence we need to be open to new experiences and be willing to fail or you'll never grow and find the strength needed to push the limits of what you're capable of. You gain strength, courage and confidence by every experience in which you really stop to look fear in the face. – *Eleanor Roosevelt*

96. Optimism & Positivity: Where others might think a project or task is too difficult, leaders face those challenges with energy and positivity. Positivity is contagious, so be sure to focus on your attitude and understand you set the tone for your business and the people around you. We shall enter into many projects that are in hardship areas.

97. Accountable: Being accountable means that you accept responsibility for the outcomes expected of you, both good and bad. You don't blame others. And you don't blame things that were out of your control. Until you take responsibility, you are a victim. And being a victim is the exact opposite of being a leader. Great leaders take initiative to influence the outcome and take responsibility for the results.

98. Courage: Aristotle called courage the first virtue, because it makes all of the other virtues possible. Leadership sometimes involves making unpopular decisions which requires a certain level of bravery. If you want to be more

courageous you need to try new things, have more trust and confidence in others, as well as be able to raise difficult issues that others would leave unresolved. Keep your fears to yourself, but share your courage with others. – *Robert Louis Stevenson*

99. Engaged: Great leaders are able to focus their attention on the problem at hand without being distracted. Even when you're extremely busy, you need to make sure that you're participating in the process with team members and not giving orders from the sideline.

100. Character: Our Leaders are well defined and have unique personas that make them one-of-a-kind. They are full of personality and are not afraid to stand alone and be different. They understand that the things that make them different are the things that define their character.

101. Humor: Despite being focused and perfectionists with pressure of work, which tends to make them critical of themselves and the people around them. But let's face it, what can go wrong, usually will go wrong. That's life! You should have a healthy sense of humor about life and not take yourself too seriously (which can be difficult when you want others to take you seriously). However, leaders who take themselves too seriously risk alienating people. Effective leaders have the ability to laugh at themselves and understand that they are only human and can make mistakes like everyone else.

102. Passion: Passionate leaders often have a strong, uncontrollable desire that pushes them forward. The amount of passion you have directly affects your attitude, energy and that of your followers as well. Use your excitement and to ignite the passion of your followers! You have to be burning with an idea, or a problem, or a wrong that you want to right. If you're not passionate enough from the start, you'll never stick it out. – *Steve Jobs*

103. Integrity: Having strong moral values is an important leadership trait because it will allow others to clearly identify with us. Having sincerity and honesty in all our dealings assures our followers of our intentions.

103. Respectable: Earning a deep sense of admiration and loyalty in your followers is key to successful leadership. Being respected makes it easier to put your plans in action and have others quickly buy into your vision. Leaders garner respect by letting their actions speak louder than their words.

104. Likable: In some cases, leaders are respected for their negative qualities. That's why it's important that you not only seek to be respected, but that you are likable as well. It's very obvious, people want to work with and be around people they like and distance themselves from people they don't. Presentation, dressing, protocol, Courtesy, work ethics, clean heart makes us likable.

105. Ethical: When dealing with tough (sometimes moral) decisions, great leaders should do so in accordance with their own values and ensure their actions are positive, not damaging. Also, when you govern the moral principles of the people you are leading, you can establish an unspoken ethics code that helps better guide their decisions and behavior.

106. Loyal: When we are talking about loyalty and leadership it's usually about the followers, but loyalty is not a one-way street. You need to give and show firm, constant support to your followers if you ever hope that they will give the same to you. We expect leaders who are loyal to top leadership and organizations and other employees to be loyal to their leaders, team leaders to the smallest unit.

107. Charisma: Successful leaders are magnetizing and charming which inspires devotion in their followers. This charisma can be difficult to learn, it usually requires most people to go outside of their comfort zone by speaking with more strangers as well as learning how to command the attention and speak to a group of any size. Build your communication skills to have charisma to it.

108. Appreciation/love for your career: We embrace employees and leaders who love their career. It might be cliché, but you really should be doing what you love and what you're passionate about. If you aren't doing something you love, you'll never find the drive to push yourself to be better.

109. Emotional balance and soberness: The ability to understand and manage your own emotions, and those of the people around you is crucial along with balanced approach in lifestyle and internal / external conflicts. People with a high degree of emotional intelligence know what they're feeling, what their emotions mean, and how these emotions can affect other people. For our leaders, this is essential for success.

110. Emotional control: Similar to emotional intelligence, once you can understand your emotions, you can learn to control them. The ability to stay calm, assess your self, then make adjustments comes down to simple self-control. If you can control your emotions and reactions to the world, you can better control the outcomes. Life is 10 percent what happens to me and 90 percent of how I react to it. – *Charles Swindoll*

111. Understanding of opportunity cost: To give birth to vision a great price was paid and any leader working in this organization must respect this to protect the price, vision and impact that brings forth the opportunity cost. Our Leaders and employees must know that many needy are waiting on us to reach them so we have high stakes in this world. In our organization and businesses some may involve risk and there is an opportunity cost associated with every decision you make. An opportunity cost is the cost of misuse of resources and missed opportunity. This is usually defined in terms of money, but it may also be considered in terms of time, person-hours, or any other finite resource. Great leaders understand the consequences of their decisions before making them. The President has payed a big price for this organization paid a big opportunity cost for 5 years.

112. Humility: Our Leaders and Employees should be humble by seeking out feedback and focusing on the needs of others. You need to be open to people's feedback and criticisms and know how to admit that you're not perfect and when you've made a mistake. There is no respect for others without humility in one's self. – *Henri Frederic Amiel*

113. Discipline: Discipline in leadership is less about punishing and rewarding others, but rather having self-control, inner calm and outer resolve. A high level of determination and willpower play a significant part in your ability to be self-disciplined.

114. Perspective: Sometime the best solution is right in front of us, but we are too close to see it. Leaders know how to remove them selves from a situation and observe it from multiple perspectives with a open mind. Unless you know the road you've come from, you cannot know where you are going. – *African proverb*

115. Risk management: Our leaders and employees need to be able to manage risk of loses in assets, loses of inventory, destruction of properties and all our staff need to identify, evaluate and address risks so you can positively affect the outcome by handling that risk in the best-suited way. They often say, "there is now reward, without risk." But smart leaders know which risks to take and which to guard against.

116. Time management: Great leaders know that time is their most valuable asset. Leaders need to know how to effectively plans their time by knowing when and where to spend it; on our self, our business and family/friends. Redeeming time and being swift in business and response to humanitarian responses any time lost is lives lost so quick responses is key in everything we are in a mission to save lives and any delay leads to loss of lives like Aron running with essence to stand between the living and the dead.

117. Self-assurance: Every road to success to filled with people who will find any reason to give you why it won't work. You need a healthy level of self assurance that gives you a practical (sometime impractical) sense of faith in your cause that drives you forward with no excuses, roadblocks or negativity holding us back. The President of this organization had fight negativity for 5 years, mockery and negative pushback but had to stand strong in self assurance.

118. Maturity: Contrary to popular belief, age is not a measure of maturity. I've worked with young leaders who act like men and old men who act like teenagers. Maturity comes from being courteous, knowing how to communicate like an adult and being the bigger person in difficult situations. Also, your confidence in your self and your ability to follow through without excuses are strong indicators of maturity.

119. Lead by example: Actions speak louder than words. The people around you will notice if you are dedicated and working hard to grow your business. But if you're lazy and don't care, your team will note and follow suit. Great leaders always lead by example. Example is not the main thing in influencing others. It is the only thing. – *Albert Schweitzer*

120. Relationship building: "It's all about who you know." Smart leaders know that there is a lot of truth to that saying. Leaders understand the value of building long-lasting relationships with people in their industry and make a point to pursue partnerships whenever they can. Building a network of valuable people is critical for your long-term success. Individual leaders should be able to network well to build fruitful engagements that would improve productivity and efficiency in the units of work and various projects.

121. Social skills: More often than not, leader charismatic, outgoing, friendly and approachable. They have the ability to speak with anyone in a calm, respectful and engaging way. Both employees and customers want to work for and purchase from people they like, you need to be one of those people if you want to succeed.

122. Public speaking / Speaking skills: Our Leaders and staff should not have any issues with speaking in front of crowds. Situations where public speaking is required can range from just speaking up at a meeting, to pitching a new idea in a room full of people. Not only is this important for you to be able to get your message across clearly, but it improves your credibility as a leader.

123. Honesty & Transparency: In our organization we handle resources and donations given from sacrifices that needs to be honored. People respect those who are able to honestly share and react calmly to good and bad news while being able to quickly put a plan in action to move forward. We now live in a transparent world, embrace it. Our Audit structure and systems will enforce compliancy in honesty and transparency in resource management to account to God and also

124. Reasonable: One of the quickest ways to get people to dislike you is to be unreasonable. That's why practical leaders are fair, sensible, never make unfounded assumptions and have sound judgment when making decisions. It required always for our leaders and employees to be a voice of reason in conflict resolution, arbitrations, logical thinking in day to day decisions.

125. Boldness: Our Leaders and employees do not hesitate or appear fearful (even if they are) in all aspects of their life. They are willing to take the lead and show the way despite possible risks. At times duty will call for to be deployed in endangered territories to provide humanitarian assistance and disaster response boldness is key to execute service in hard terrains. The question isn't who is going to let me; it's who is going to stop me. – *Ayn Rand*

128. Authenticity: Our Leaders and other staff stay true to the things that make them unique and tirelessly move towards their goals despite outside pressures to change or conform. Hard-work, dedication, and long-term focus are essential to authentic leadership.

129. Empathy & Compassion: The humanitarian nature of our organization demands that all our leaders and employees should display high level of empathy and compassion beyond just duty as we handle the hurting, weak, abused, weak, victims of natural and domestic disaster, poor and neglected, people living with disability, the hungry, victims of war etc. As we meet agency and departmental targets we must be compassionate like Jesus feeding the 3000, 5000 all out of compassion without which it can be difficult to focus on the needs and feelings of others people. You need to know not only how your actions effect people, but what you need to do in order to show understanding and sympathy for others.

130. Ability to confront others: Most people go out of their way to avoid confrontation for fear of an argument, leaders know how to approach others in a nice, honest way to address concerns. Stopping a problem earlier on will save a huge amount of time (not to mention headaches) versus leaving it unresolved. Our leaders and Employees must be able to confront and exposes thieves, inciters, evil people, fraudsters, conspiracies that brings lose to the organization as whistle blowers.

131. Mentorship and Coaching: Our leaders should be able to set others up for success by entrusting them to make good decisions. Empowerment through mentorship and coaching will be crucial we seek to recruit many school and college leavers as volunteers and staff in training who should be mentored and raised well through leadership to become great.

Our vision is raise followers to leaders and empowering leaders for transformation. This is through training, mentorship and coaching not just about giving your followers the freedom to make their own choices, it's about giving them the tools and processes to make those choices effectively and productively making disciples who can do more than us. Our organization is a breeding plaform to produce leaders.

132. Negotiation skills: Our Leaders and employees will have opportunities to negotiate for the organization in seeking privallages to have venues for meetings, penetrating to communities, procurement of goods and services, negotiating for release of war captives, helping people from actioneers and bad debts etc. All this requires strong negation skills in stewardship to get value for money know how to get what they want and can be very convincing (which can be good and sometimes bad). They do this by tapping the desires of others and building a sense of trust with people in order to come to a desirable outcome. From settling differences to overseeing a large deal, leaders should be practical, fair and firm in their negotiations.

133. Technology and Social savvy: In the world of technology advancement in communication, socio media it is important that all leaders must be versed in this technology such us face book 71% of all online adults use Facebook, That's almost 1.2 billion people! Smart leaders know that their followers' and potential followers' habits have changed. They are spending more time on social media than ever before. When social media is used as a tool to engage, educate and connect with followers, it can have powerful results and attract countless newpeople to your cause. Our Agencies and departments will engage in communication more than any other time.

134. Clarity: Our leaders and Staff must work on clarity speaking clearly relay their thoughts in a way that's easy to understand. Then they make sure there are no miscommunications and that their point(s) got across clearly. This ensures projects and tasks that are delegated get done the right way and without mistakes. Using skills such us what app groups, emails, writing of journals and things to do check list books and calenders, reminders and notifications systems

135. Ability to teach: Our Leaders and staff need to be able to share the methodologies and processes that make their business run with the people they work with and hire. If your managers are poorly trained, your staff will be poorly trained and it will reflect in your sales and operations. Remember the best way to learn something your self is to teach it! When dealing with community projects on seminars, advocies etc all this are opportunity to teach and train.

136. Interested in feedback: Our daily, weekly, monthly reporting system in our organization activates a feedback culture across all our staff and all our units. Teach, value learning, projects monitoring and evaluations, periodic audits and reporting, donor's updates etc involves all being open to honest feedback and the ability to have a positive attitude about that feedback and use it make adjustments that benefit everyone.

137. Trust in our team: This can be difficult, but your trust in your team largely depends on the people you hire, your ability to train them and the work you delegate to them. If you believe in their ability to do those things, you need to trust your team to get the results you want and not micro-manage every project. However, evaluation and monitoring must be done for targets.

138. Ability to inspire: Sometimes it is difficult to love every part of work no matter what you do. But great leaders have the ability to inspire their team and make sure they know what they are doing has a bigger impact than they realize. Leadership is the art of getting someone else to do something you want done because he wants to do it. – *Dwight D. Eisenhower*

139. ID team strengths: When delegating work, our leaders know their team and their strengths inside and out. They use that knowledge to decide who gets assigned which projects/tasks so that everything gets completed the right way.

140. Sharing our vision accurately: Our leaders and staff must know how to share the vision among themselves and other stakeholders, partners in an accurate way to avoid misrepresentation. The training on our vision, mission and core values must be key in baranding of our offices, materials, vehicles and promotions propagated strongly by leaders and staff from grassroot to top leadership.

141. Turning vision into reality: All our leaders and workers must have a strong focus of turning the vision to reality through objectives, projects and programs highlighted in all the Agencies and departments guidelines. That entails towards reading carefully with checklist all the stipulated guidelines and with a checklist work on strategic and roll out plans of all the objectives simultaneously since God has blessed us with abundance of resources. Not only can leaders share our vision, they have the ability to break that vision down into steps and a strategy that can be understood by others and executed over time. We should be able to roll out all the major projects simultaneously with this check list.

142. Get the best from others: By our leaders and staff understanding what people really want, you can help them better perform by properly incentivizing (not only with money) their work and progress towards larger goals. To get the best from others a leader needs to understand their motivations, be positive, generous, open-minded and be able to control their attitude. If you want to build a ship, don't drum up the men to gather wood, divide the work, and give orders. Instead, teach them to yearn for the vast and endless sea. – *Antoine de Saint-Exupéry*

143. Understand what motivates others: Our leaders and staff need to figure out what people want for them selves by comprehensive need analysis among us and needs of the beneficiaries of our projects so that we can remain relevant to stimulate support from all sectors. We need to work out comprehensive need assessment of all communities and ensure that all time we can feel the needs of communities and nations then strategize on implementations

144. Takes responsibly: Our leaders and staff must take be quick to take responsibility for negative outcomes. Great leaders know that when they accept responsibility for their actions, they can positively effect the outcomes. Justification for failure is the biggest set back towards progress A good leader is a person who takes a little more than his share of the blame and a little less than his share of the credit. – *John Maxwell*

146. Rewarding: Our leaders and staff will be structured to celebrate and honor success esteeming highly extra achievements as teams and through Human resource recognitions. People often seek recognition from people they follow, that's why it's important to reward your team members for their input, especially when they go above and beyond. Monetary rewards are nice, but thoughtful, personal rewards can be more impactful.

147. Evaluative: Our leaders and staff are able to carefully and quickly analyze a situation and/or person. Being decisive doesn't mean making a decision quickly, it means making the right decisions in a practical, timely manner. Don't allow your decisiveness to alienate team members from the decision making process. We should all develop skills of monitoring and evaluation of our own projects and programs besides the work of auditors and Quality Assurance / Monitoring & Evaluation.

148. Conduct effective meetings: Our leaders and Staff meet regularly for monitoring and evaluations and all must ensure that value is derived from every meeting whether virtual or physical with clear objectives and minutes. Sadly, most meeting are never as productive as they could be. After all, if your an entrepreneur, you usually get to work with people that you like which can be distracting. Effective leadership is about using meeting time as effectively as possible. Start by having an agenda, eliminate distractions, have a start/end time (no exceptions), encourage everyone to contribute, encourage note taking and follow up after the meeting.

149. Respect for others: All Leaders and staff must work towards building a culture of respect for each other top and supportive staff all are important. Culture of respect of authorities, elderly and general respect of all in talk and reference. When you show respect towards other people, it is much easier to build meaningful, beneficial relationships. You need to keep your promises, don't waste their time, stop gossiping, believe in other's ideas, stand up for them and truly care about their well-being.

150. Coaching key people: to identify our top performing leaders and employees, but you also need to nurture their success and help them grow within your organization. In order for you to successfully lead a growing number of people,

you need to enable your key people to lead as well and help push progress forward. Leaders must be close enough to relate to others, but far enough ahead to motivate them. – *John C. Maxwell*

151. Enable others to act: With strict guidelines/regulations or safety concerns addressed along with parameters of checks and balances along with quality assurance monitoring and evaluation bench marks we give all to make their own decisions they likely will find reasons to disagree to give alternative ways that you can incorporate. You can enable others to act by giving them the tools and processes they need to succeed, trust them to handle the rest.

152. Set Expectations: Our leaders and staff will need to meet targets through set expectations of the objectives laid out. People don't like to be surprised, that's why it's important to layout and agree to the expectations in place so everyone is on the same page from day one. To make sure expectations are crystal clear, start by providing structure, clarifying roles, set motivating goals and continuously give/ask for feedback.

153. Fair judgments: Our leaders will need to have the ability to judge situations and people with fairness is essential because it shows them how you value them. There's many examples in history of leaders who took advantage of the people they were leading, things hardly ever worked out in their favor. The leaders who are fair to people, are the ones who are loved and remembered.

154. Agility & Adaptability Urgency: The competition doesn't wait and there will always be someone out there trying to outwork you. Leaders understand that in most situations it's about who gets there first which is why they value of both persistence and urgency.

155. Decisiveness: Being decisive is not just about making decisions quickly, it's about fostering a confident and effective way of thinking, deciding, and acting. In order to make the best decisions possible, understand and assess each option carefully while approaching the right people and resources to help you make your decision. Don't let indecision paralyze you.

156. Commitment to vision: Commitment to the vision is key every overnight success you've heard about likely has another side to the story: the long hours, bootstrapping and testing many iterations before finding the right combinations. Leaders need to appreciate the process as much as the outcome and stay committed to their vision through thick and thin.

157. Consistency: Like professional quarterbacks, great leaders follow strict routines to keep their skills sharp and their delivery consistent. Remember that practice makes perfect and the more consistent you can be, the more efficiently you and your organization will be.

158. Does not fear mistakes/risk: Failure often provides us with some of life's biggest learning opportunities. Leaders embrace this as well as the uncertainty and risk that are inherent parts of owning and running a business. I've missed more than 9000 shots in my career. I've lost almost 300 games. Twenty-six times I've been trusted to take the game winning shot and missed. I've failed over and over and over again in my life. And that is why I succeed. – *Michael Jordan*

159. Ability to pivot: The business world is changing quickly and will continue to do so. Great leaders have the ability to recognize those changes and guide their organization and team accordingly. Personal Story: *One of the first businesses I started was focused on developing and designing mobile apps for retailers. Unfortunately, we were a little early to the party and found it difficult the line up consistent projects. We decided to take everything we learned marketing our own business (mobile websites, SEO, social media, etc.) and use that to help our clients successfully market their businesses. This pivot saved the business and set us up to do more than we ever thought possible.*

160. Open minded: It's fascinating how many business owners and managers refuse to change the simplest aspects of their business because they have the "if it ain't broke, don't fix it" mentality. While that might work for a time, as years pass the business and their leaders who refuse to learn, adapt and grow will be left behind. To be an effective leader you need to be open to learning about new things and exploring new experiences. To get something you never had, you have to do something you never did. – *Unknown*

161. Tough-minded: What can go wrong, usually does go wrong. Our Leaders and staff need to face life and business with strength and determination, especially when things get difficult. When most people might give in, that's the exact moment you need to push through and overcome adversity.

162. Resourceful: When faced with a challenge, our smart leaders and staff are able to find creative solutions to problems. Being resourceful involves understanding all the resources at your disposal, adapting by applying other experiences, sometimes bending the rules and never being afraid to ask for what you need.

163. Faces obstacles with grace: Work Life will always be full of obstacles, how you choose to deal with them is your decision. Effective leaders and staff approach roadblocks with a high level of positivity and creative problem solving that allows them to overcome situations that others might give up on. The ultimate measure of a man is not where he stands in moments of comfort, but where he stands at times of challenge and controversy. – *Martin Luther King, Jr.*

167. Street smart: It's hard to find a substitute for old-fashioned street smarts. Knowing how to trust your gut, quickly analyzing situations as well as the people you're dealing with and knowing how-to spot a bad deal or scammer is an important aspect of leadership.

168. Make good decisions: When you make good, practical decisions, you build trust with your followers that gives you the power to make future decisions quicker, with less pushback. Making good decisions involves generating good alternatives and analyzing each option diligently. Once you've made your decision, evaluate then communicate plan and always learn from yours and others' mistakes.

167. Strategic thinking: In order to think two steps ahead, you need to develop a long-term mindset, using research to make decisions and take time to reflect on your decisions. When you plan for the long-term, you can layout, then take small, actionable steps towards a bigger picture. The only person you are destined to become is the person you decide to be. – *Ralph Waldo Emerson*

168. Proactive: The opposite of proactive is reactive, which means you react to the world around you instead of taking steps to positively effect the outcomes. Proactive leaders have a DIY mindset and approach new/difficult situations with enthusiasm and energy. If you want to positively effect you life and the lives around you, start by learning to control (not manipulate) situations to cause something to happen, rather than waiting for it to happen.

169. Flexible: - People in leadership positions are often gifted with flexible schedules. Sure, we all work for someone, whether it's stakeholders, clients or someone else, we usually have the ability to make our own schedules. Leaders need to use this flexibility to become more available and involved in organization initiatives as well as other people's lives.

170. Manage setbacks/uncertainty: After any failure, big or small, you usually have two options: give up or find a better way. Leaders know when it's time to double down and when it's time to fold, they manage uncertainty by making thoughtful decisions on next steps.

171. Organized on the Job- Our leaders and staff need to be organized in all fields. You can't sail your ship if you don't know where the sail is, likewise, you can't run your business if you aren't organized. Leaders know that value in keeping their personal and professional things (both physical and electronic) in order. Use of checklist when packing and unpacking, time tables, daily things to do, accurate shopping list, budgeting all is part of organization that makes us effective and efficient always increasing productivity.

172. Creative: Contrary to popular belief, creativity is not something people are born with, like many leadership skills it can be learned and practiced. Go out of your way to explore new experiences, learn new things and practice open mindedness by continually asking new questions. Personal Story: *I believe that creativity in business comes from outside inspiration. For example, I enjoy cooking/grilling, interior design and graphic design (it helps that I have interior design and BBQ retail clients). But I make a point to find time for these creative activities which are not only therapeutic but they can also ignite my professional creativity. What are your creative outlets?*

173. Intuition: Intuition is to art as logic is to math. Leadership is often about following your gut instinct. It can be difficult to let go of logic in some situations, but uncertainty and risk are a natural in business. Learn to trust your self and not everyone else.

174. Cultivate Wisdom and Seek out advice: Even though leader usually means “the person in charge” it’s important that you seek out the experience and skill sets of trusted advisors, partners, customers and peers. Outside perspectives are always helpful.

175. Pursue new experiences: To stay prepared for any road bump in business, leaders actively pursue new experiences that allow them to learn and grow. From starting a new venture, to coaching little league, challenge your self to be better by enjoying new experiences.

176. Read, read, read: Our Leaders and staff must develop character of reading everything related to business and your field that you can get your hands on, both print and digital. Leaders understand that education does not stop after school, in order to stay relevant, you need to stay informed with both timeless and timely resources.

177. Curiosity: Our Leaders and staff should be driven by an insatiable desire to learn, push the limits of what’s possible and explore things other people have or will not explore themselves. Expanding your mind can often be as simple as reading, asking “why?” more often and enjoying the journey your own.

178. Competence: Our leaders and staff must express Competence in most cases refers to someone being properly qualified and educated, but just because some people can learn something quicker than others doesn’t necessarily mean they are more intelligent. Willpower, determination, consistency and willingness to learn play important roles in your competence as a leader.

179. Focused: Our staff and leaders must maintain a strong focus, Life is full of distractions, great leaders know how to remain on track and block out distractions. Remaining focused involves keeping your eye on the bigger picture, allocating your time deliberately and training your brain like a muscle to eliminate non-essential work. A man who wants to lead the orchestra must turn his back on the crowd. – *Max Lucado*

180. Intentional Learner: Our Leaders and staff must go out of their way to stay educated and up-to date. Intentional learning is a continuous process of acquiring, understanding information with the goal of making your self more intelligent and prepared on a specific subject.

181. Enjoys The Ride: Our leaders and staff must know that their journey is often more rewarding than their destination. Which is why we should take the time to enjoy life and what we have already achieved because they know nothing can last forever. When we can enjoy the ride, you’ll be amazed by what you can learn.

182. Effect Change and Improve lives around you: Our Leaders and staff working toward a brighter future want to share that future and it’s success with the people they care about. Business partners and customers, family and friends, employees and their families, etc. Leaders must act with generosity and gratitude by effecting positive change in the lives of the people around us in the place of deployment.

183. Foster potential: Improving the lives of people around you also means helping them become better individuals. Help other people grow by encouraging and fostering their potential both professionally and personally and help them learn from your experiences. Don’t judge each day by the harvest you reap but by the seeds that you plant. – *Robert Louis Stevenson*

184. Belief that success is shared: Great leaders and staff believe that success is something to be shared with everyone because there is no “I” in team. When you share your success with others, you build loyalty, trust and admiration that enables you to push the success even further.

185. Help others succeed: Giving is always more satisfying than receiving. Leaders find great pride in helping other people succeed and become leaders themselves. You need to be generous and make sure your team can share the organization's success as well as grow personally and professionally with your guidance.

186. Direction: Great leaders know where they are going and how they are going to get there. They convey their mission clearly to followers and possess an unwavering drive that keeps them on track to their goals.

187. Challenge the process: All Our leaders and staff must be always innovative, when leaders ignore the status quo, there can be incredible breakthroughs and innovations. This is an essential part of achieving organizational growth. Smart leaders know how to productively challenge the process, find bottlenecks and make improvements. If you really want the key to success, start by doing the opposite of what everyone else is doing. – *Brad Szollose*

188. Performance driven: All Our leaders and staff need to be performance driven. Like a professional athlete, leaders strive to make improvements and become better every single day. They know that there is always room for improvements that can be made to make themselves and their team more effective. Great leaders are driven by performance and the motivation to see how far they can take it.

189. Servant/Service: All Our leaders and staff need to be servants to the organization, to the beneficiaries, donors and to God whom we all serve to be rewarded. The best leaders often act more as servants by enabling their team to be great. As a leader, you have more resources at your disposal than the average person, it's important you share those resources with people in your organization.

190. Assertive: All Our leaders and staff need to be assertive, It's important to make sure your voice is heard as a leader, but in a constructive, helpful way. You need to get your point across clearly, and involve your self in the day-to-day operations of key team members. Look out for opportunities to collaborate and trust your team to make important decisions.

191. Independent: All Our leaders and staff need to be accountable yet independent in meeting goals, This often refers to not depending on others, but a true leader knows how to collaborate with the right people while remaining resourceful when faced with a setback or roadblock on their own.

192. Conviction: All Our leaders and staff need strong conviction in our organization vision, mission, values, projects and programs belief in a cause can often be a driving force in a leader's ability effect change in the world. This deep faith often comes from being inspired and staying inspired throughout your journey. Fill spare time with inspirational articles, stories, etc. to keep your spark and obsession going.

193. Patience: Our leaders and Staff should not necessarily expect quick results overnight always in especially long term projects and programs but meet daily targets well, whether it's a new marketing campaign or an entirely new business. Leaders know that patience is not about waiting around for results, it's about following through and executing the plan, not giving up when you face hurdles, working hard and learning how to enjoy the journey as much as the destination.

194. High-energy: All Our leaders and staff need to demonstrate high positive energy well It takes a lot to effect the status quo, not only have high energy, but they know how to find and utilize their most productive time. long hours sacrificial hours for success because time is a finite resource. But energy can be fueled by staying healthy and active, passionate and positive about your work as well as establishing productive rituals.

195. They are self-aware and prioritize personal development. All Our leaders and staff need to focus on developing their emotional intelligence, Goode says. Leaders that work to refine this quality are more adaptive, resilient, and accepting of feedback from others. They are also effective listeners and open to change. The following behaviors will help staff focus on self-awareness and personal development to develop this important leadership quality.

- Set goals, prioritize goals, and take responsibility for accomplishing them. Also, take responsibility for falling short of our stated goals or making mistakes along the way.
- Successful leaders focus on the big picture, avoid distractions, and don't get bogged down by small, tactical details. Practice these behaviors to promote effective management of our time and attention.
- Set boundaries between our personal and professional lives. Remember that our organization will follow our lead—if they see us working long into the night, they will assume that they have to do the same.
- Retain awareness of our strengths, weaknesses, and any potential sources of bias that may impact our thinking and decision-making. Conduct self-assessments and seek feedback from our team, and set improvement goals with measurable targets in areas where you have room to grow.
- Accept that things can and will go wrong. This anticipation will help us respond in a thoughtful way that does not make a difficult situation even worse.

196. They focus on developing others. All Our leaders and staff need to set up a quality life that builds on the principles of the situational leadership theory, which suggests that effective leaders adapt to whether an individual or group is ready, willing, and able to take specific action. Delegating, coaching, and mentoring are important tasks for situational leadership, Goode says. These behaviors will help us demonstrate leadership ability by developing others within an organization.

- Recruit and develop a team with diverse skills and backgrounds, and give the team members both the tools and the space to build trust among each other.
- As a coach, show empathy as well as strength. Effective leaders know how to be assertive and kind at the same time.
- At times delegating responsibility can be harder than completing the task yourself, but this allows you to see what a team is capable of doing. Accomplishing difficult tasks helps a team build confidence and continue its path to growth.
- Make genuine connections with those outside our organization. Actively seek out people who will make our team stronger, even if their expertise doesn't perfectly match the needs you have at the moment.
- Make training a priority within your organization—and balance it with a culture that allows team members to thrive. As Richard Branson famously said, "Train people well enough so they can leave, but treat them well enough so they don't want to."

197. They encourage strategic thinking, innovation, and action. Our leaders need to think about where the organization is going," Goode says. Leaders must consider internal organizational factors, such as product roadmaps and staffing needs, as well as external factors, including government regulations and technology advancement, when making strategic business decisions. We improve by emphasizing the following behaviors will help develop leadership qualities related to strategic thinking, innovation, and action.

- Maintain a flexible mindset and be willing to try new ideas. This is especially true for leaders at startups, where company goals are frequently changing and rigid plans may be hard to follow.
- Take a genuine interest in our organization it operates in. Our team will feed off of your enthusiasm for what you do—or else take the wrong cues from your apathy.
- Focus on the future, understand that change is occurring all around you, and maintain a positive outlook.
- Encourage creativity and innovation in our team through exercises such as brainstorming or prototyping. Let our units and institutions lines explore new ideas based on the output of these exercises.
- Set a practical vision and suitable targets for our organization. Consider SMART goals that are specific, measurable, attainable, realistic, and timely.
- Make informed decisions. Leaders often have to make risky decisions, but you must be able to justify the course of action you are taking. Your team will take notice if you are making reckless decisions—and they will be likely to follow your lead.

198. They are ethical and civic-minded. All Our leaders and staff need to consider the ethical consequences of the decisions that they make—for both their customers and their teams. Taking these behaviors into account will increase

your awareness of ethical practice and civic-mindedness, which reflects personal concern for the benefit of your entire organization and the community as a whole.

- Use our power and authority appropriately. Remember the old saying: Honesty is the best policy. When leaders are honest with employees, they reciprocate this trust, and the entire organization operates with integrity.
- Be open, transparent, and authentic. Our team should know what it is getting from you no matter the circumstances.
- Recognize the emotions that your team members are experiencing. Praise those who are succeeding and encourage those who are struggling. Never berate team members, publicly or privately.
- Take responsibility for our mistakes, and expect that of others on your team. But don't stop there. Take the next step and make things right, even if it will hurt your organization's bottom line. In the long run, the benefits of protecting your organization's integrity and reputation will outweigh any short-term costs you might incur.

199. Practice of effective cross-cultural communication. Respected leaders and staff are able to clearly communicate with individuals, units, the entire organization, and to stakeholders outside the organization. In an increasingly global economy, leaders must also acknowledge and respect different communication traditions. Practicing these behaviors will help leaders increase the effectiveness of their communication.

- Explain everything from organizational goals to specific tasks and objectives in concise language. If anyone on the team is unaware of your expectations and falls short of meeting them, you are at fault for failing to express those expectations. Communicate these goals and targets frequently so that everyone in the organization knows what you, and they, are working toward.
- Understand the nuances of communicating over the phone, via email, and on social media. Identify your strengths and weaknesses for each mode of communication and work to improve where necessary.
- Embrace enthusiasm, confidence, inspiration, and excitement when you communicate. Optimistic leaders show that they believe their organization is working toward a better future, and that they value team members' contributions to achieve that goal.
- Adapt our communication style to different cultural traditions when necessary. Some cultures expect explicit, specific messages, while others tend to rely on context between the lines. Some cultures also show emotion more readily than others.
- Remember that listening is just as critical to communicating as talking. Take the time to hear what others are saying—and make note of what they are *not* saying. Ask follow-up questions if you don't understand what they are trying to convey.

200. Integrity- All our leaders and staff will require Integrity as a core quality that every leader need to possess. You cannot run any business successfully if you lack integrity. Self-development author Brian Tracy says that whenever he holds our strategic organization and business meeting, the first value every executive agrees on is integrity. Business leaders know- Integrity is the foundation of good leadership, and one must stand for their beliefs. No matter how hard a situation, a good leader inspires with his principles without compromising; they refrain from making false promises or take shortcuts, choosing thoughts and action over personal gain. Delivering the said promises as ethically and morally grounded is necessary to pay the dividend in the long run.

201. Innovative- All Our leaders and staff need to be innovative with the to be relevant with of our organization a creative genius with thought-provoking ideas but gives others the freedom to develop their ideas. You would always find people with great ideas who lack the will, determination, and fear of taking any actions. But innovative leaders are not one of them. Innovative people are always open to new ideas and discussions. They listen to everyone actively and also motivate others to think out of the box. This quality gives them an edge over others since they are always hunting for creativity and innovations. As the innovative leader, Steve Jobs himself said, 'Innovations distinguish between a leader and a follower.'

202. Honesty with players, resources and finances- All Our leaders and staff need to be honest with players, finances and resources. One of the essential leadership qualities is the possession of honesty. Honesty is expected from leaders to

garner trust and respect from people for reliability. Moreover, we look up to people who are loyal to their words and are accountable. Thus, honesty is the most valued trait for any business leader or any staff in general as stewards of the donations and grants given faithfully by generous donors sacrificially. Leadership can be defined in one word 'Honesty'. You must be honest with the players and honest with yourself. ~Earl Weaver

203 Active Listening to community and national needs – Our global scope and community outreach in our charity, empowerment projects will require a keen eye and ear to ensure that we access the direct needs of the society. The roots of effective leadership lie in simple things, one of which is listening. Listening to someone demonstrates respect; it shows that you value their ideas and are willing to hear them. ~John Baldoni- Active listening is an excellent quality to have when it comes to leadership. Good leaders listen to people with great attention and sincerity. It helps them understand people and their perspectives. Active listening builds trust and relationships in the long run. Good leaders communicate with care, focus on the person and the message; they don't interrupt and acknowledge what is being said. And that is what the world needs; leaders who listen to its people. Acquiring this skill is not easy; it needs self-awareness and humility to respect others' thoughts

204. Self-Confidence and Confidence in the vision- All Our leaders and staff need Self-confidence is found abundantly amidst true leaders in our mission as they communicate or represent the organization to the people; hence they know about their competencies and leadership qualities. They are sure about their competencies and leadership skills. They have a sense of self-assurance and self-esteem and, most importantly, believe that they can make a difference. As Rosalynn Carter rightly said, 'You have to have confidence in your ability and be tough enough to follow through.' Self-confidence is critical for leadership because it gives them wings to take risks, accomplish goals, and fly high. Organizational leaders take charge themselves and march with positivity and confidence. It allows them to make immediate decisions, solve organizational problems and conflicts. Good leaders take full responsibility and quick actions without passing on issues, ignoring, or procrastinating.

206. Visionary leadership - A leader should be Visionary and have more foresight than an employee. ~Jack Ma. A visionary leader is far-sighted and driven and inspired by what a company can become. Visionary leaders work hard for the greater good and keep themselves updated with time and change. Ensuring a vision for the future with perseverance and keeping everybody invested in the process is what a visionary leader does. A visionary leader does not hold back to take risks and unconventional decisions.

207. Strong I.T Communicator- All Our leaders and staff need Excellent skills I.T communication is the key to good leadership and management needs an effective leader knows how to put across his message. They are good orators and communicate to get his/her work done. They are not harsh; they choose words and expressions which suit the situation and allow others to express their thoughts and ideas. They understand how important it is to have good communication skills.. They are very conscious and learn from others' behaviors, which gives them a deep understanding of human complexities.

208. Delegation- All Our leaders will need the ability to delegate effectively is a good leadership quality. A good leader who knows how to delegate wisely and make the best out of it. Delegation is crucial for maximizing productivity and team performance. Also, a leader is the busiest person in any organization. Therefore, knowing when and how to delegate gives them more time for their most important work. Also, an essential factor to note here is that the ability to delegate does not limit to delegating tasks to others. It also means having the awareness and understanding of who has the necessary skills and expertise to complete the task. Mindful delegation is vital to save time and future inconveniences.

209. Decision-making Skill- All Our leaders and staff need decision making skills and know how to help the organization, employees, stakeholders, and customers. You would never envision a leader who is unclear and uncertain. Good leaders are aware of the fact of how their decisions can make or break businesses. They evaluate a given circumstance many a time before coming to any conclusion. They collect the necessary information required before making any announcements. Also, they do not believe rumors but examine a situation or a problem themselves before making a decision.

210. Problem-Solving Skills- All Our leaders and staff need to have problem-solving skills and an eye for analyzing the situation to make better decisions. When it comes to effective leadership, problem-solving skills are crucial. Good leaders

have this innate ability to respond to problems. They are equipped with the ability to identify and define problems. Make the analysis, use data, and communicate to solve the issues. Cultivating strong problem-solving skills is vital for any leader and staff to eliminate barriers in logistics, operations, administration as we execute our programs challenges are expected within and with beneficiaries / partners.

211. Fair Attitude- We all have personal biases. One who can think and act beyond this loop is what makes them different from the crowd. These biases are one of the factors why most leaders fail to achieve greater heights. Good leaders are fair to the employees and the organization's processes. They acknowledge the good and always make room for everyone to thrive together. They understand that nothing significant has ever been achieved with an attitude that is unfair and biased. Even if it does, the sustainability of the outcome is always questionable. Good leaders keep biases and unfairness out of the window and create a culture that does not promote or acknowledge this attitude.

212. Inquisitiveness. All Our leaders and staff need to exhibit the character of being curious to learn and know more about the organization, global community, technology, management, news and updates etc to know how to respond. This trait of being knowledgeable and curious is seen by openness to learning new things. Their thoughts, ideas, and perceptions are unique and thought-provoking. The reason behind this is their inquisitiveness and curiosity from life. They pursue various interests and keep themselves invested in it. They are open to broadening their spectrum through art, technology, and science. And, in fact, all the world's know-how.

This quality helps them build a rational and positive attitude towards any problems.

213. Self-motivated- The great leaders and effective staff of our organization, business, industry, and finance, and the great artists, poets, musicians and writers all became great because they developed the power of self-motivation.
~Napoleon Hill

One of the essential leadership traits of good leaders is their ability to motivate others. Good leaders always motivate their employees and boost their morale when needed. They sail their boat smoothly, even in hazardous situations. They keep themselves self-motivated and set an example to follow.

214. Humility and submissive to authorities- Humble leaders make the best leaders. This statement is not something I am claiming to be true. In his seminal book 'Good to Great,' Jim Collins shows extensive research data on how humble and willful leaders help their companies grow and sustain their market position. Humility is not the first trait that comes to mind when we think about leadership. But it is one of the essential qualities of a good leader. It is because humility often gets overshadowed by the flamboyance of the celebrated leadership qualities. Humble and willful leaders understand the fact that leadership is all about working for the greater good. They lead to transform, not dominate. They are aware of their strengths and weaknesses and always yearn to learn and contribute more.

215. Care for Others. All Our leaders and staff need to have compassion of caring for others especially because our organization is humanitarian. The best leaders have a high consideration factor. They care about their people. ~Brian Tracy Good leaders understand the value of the balance between work and life. They know that people's health and wellness associated with the organization play an important role in attaining success. They inspire their team members and make sure the staff, clients, beneficiaries, and customers feel trusted. They understand the importance of appreciating and recognizing employees and creating mutual respect and understanding within the organization. They work towards giving them an environment where everyone can flourish.

216. Self-Discipline- All Our leaders and staff need self discipline to be effective and also in developing discipline in others. Good leaders are self-disciplined and have good time management skills. They encourage a culture where people are disciplined. This is a quality in which people can adapt themselves with persistence. When you are self-disciplined and set an example, you motivate others to follow. Great leaders always have self-discipline -without exception. ~John C. Maxwell. In an organization where everything is fast-paced, and employees get occupied with so much workload, being more disciplined can help achieve more and keep the work environment at ease.

217. Strong Emotional Intelligence- Emotional Intelligence is the capability to identify, manage, evaluate, and understand our own emotions and the people around us. According to the psychologist, Daniel Goleman, EI has five components-

- Self-awareness
- Self-regulation
- Empathy
- Motivation and
- Social skills

Good leaders are self-aware, act in control, take calculated decisions without getting carried away. They understand other's perspectives without being cynical. They are self-motivated and have strong social skills, which help them build connections and healthy relationships. These explain that good leaders have a high degree of Emotional Intelligence. This is why EI is one of the essential leadership attributes.

218. Passion- Passion is a common leadership trait found in most effective leaders across the world. They are highly passionate about their goals and objectives. They know what they want and work tirelessly to achieve those. Their passion is infectious and also very inspiring. They are highly committed to their goals and also help others in achieving theirs. Passionate leaders elevate productivity and ensure that the employees commit to their vision. Passion helps leaders to instill motivation in their employees and helps to achieve the desired vision.

219. Resilience- Our Leaders and Effective staff must be tough enough to fight, tender enough to cry, human enough to make mistakes, humble enough to admit them, strong enough to absorb the pain, and resilient enough to bounce back and keep on moving. ~Jesse Jackson. One must understand their self before taking responsibility for others. Resilient leaders are perceptive and also know how to handle themselves in any good or bad situation. Resilient leaders are capable of retaining their energy level under strain and responding to disruptive changes. They also overcome severe challenges without destructive behavior or hurting others. Resilient leaders are high performing leaders who recover from any adversity positively.

220. Accountability- Being an accountable leader and effective worker is not an easy task. It means you can own up to commitments and promises you made. It means being answerable to the actions and decisions made by you and by those you lead. Accountable leaders establish clear goals and targets. They focus on the future and also own up to their mistakes. They ask for help when needed and provide honest and constructive feedback. Accountability is the glue that ties commitment to the result. ~Bob Proctor

221. Supportive- Leadership without support is like trying to make bricks without enough straw. True leaders reinforce their ideas and plans with strategic partnerships, alliances, and supportive audiences. ~Reed Markham. Supportive leaders give the guidance that you need. Supportive leaders mentor you, guides you till you need little to no supervision in the future. They do not believe in delegating tasks and expecting results right away. They are with you in the process and support you with their knowledge and experiences. Supportive leadership involves building trust among the team members and encouraging dialogue to keep the team spirit high. The fundamentals of supportive leadership are, therefore, promoting teamwork, building relationships, and commitment.

222. Tech-savvy. All Our leaders and staff need to be Tech-Savvy , For digital transformation, the world needs Tech-Savvy leaders. Today's leader needs to understand the technology sufficiently to sustain their business. The organization's technology decisions must be guided with a strategy and transforming its analog experience into a digital. The majority of the companies worldwide are digital today, and it will only grow exponentially with time. Therefore, it becomes evident that business leaders enhance technological skills for sustainability and making better decisions. Our future success is directly proportional to our ability to understand, adapt, and integrate new technology into our work. ~Sukant Ratnakar

223. Empathy- All Our leaders and staff need high sense of empathy is a core leadership trait that helps you nurture your team. Empathy is in understanding others' needs and what goes into their mind. We live in a world with a constant communication loop, and people interact with each other at much ease. But at the same time, people are less empathetic towards each other. Many communicate to express but not to understand others perspectives. Empathetic leaders are perceptive, and they are aware of other's feelings and thinking. Being empathetic does not always mean to agree on

other's views, but to appreciate and have a willingness to understand. Leadership is about empathy. It is about having the ability to relate to and connect with people for the purpose of inspiring and empowering their lives. ~Oprah Winfrey

224. Learning Agility- Agile leaders make the best response to organizational change and uncertainty. Today we need leaders who are quicker in decision-making and who can take immediate action in crisis times. We live in a fast-paced world, and work trends are evolving in no time. Therefore, there is little time for all to take calculated decisions. Also, the strategies and policies that worked well in the past can be obsolete today. One of the visible examples is the Covid-19 crisis. The crisis had changed the landscape of work culture, and leaders had to find new strategies to fight the storm overnight. The future of work will always be uncertain and ambiguous. Future events will bring new challenges. Organizations now will only thrive in the future under the supervision of leaders who can make sense of uncertainty.

225. Empowerment- Great leaders can empower their team members to achieve maximum productivity and organizational success. Empowerment gives the team members equal decision-making opportunities and uses their power of judgment and expertise to develop solutions. This builds the sense of individual worth and also employees' commitment towards their organization. Every individual brings their skills and talents to the table that often finds a route to flow. Usually, you would have skillful team members, but lack of guidance and motivation fails to bring them the best. It is, therefore, on leaders how they foster these skills by empowering them. Good leaders know how to unleash positive traits in others. They understand that the only way to do that is by empowering them. Therefore, leaders take it as a daily practice to continuously empower people and strengthen the team.

226. Integrate Leadership throughout our Organization. Leadership is not a One-Size-Fits all approach to managing and developing your culture toward a shared vision, values, and objectives. Organizations need to develop leaders at every level of an organization. Leading yourself as an individual contributor is different than managing a direct report, or leading a team. Leadership becomes more complex at an organizational level or through an alliance with your clients or another organization serving a client together. There are 5 Contexts of Leadership every organization should consider before deciding how to lead:

- Self Context
- One-to-One Context
- Team Context
- Organizational Context
- Alliance Context

Each context of leadership should be maintained and developed proportionally to the context leaders are influencing others in. Organizations using a fragmented approach through various leadership development programs, will suffer tradeoffs proportional to the fragmentation of the different philosophies and how they are practiced within an organization. On the other hand, organizations can make the mistake of promoting high performing individuals into leadership roles, or great managers into executive positions, without properly training them for the new context you're asking them to lead in. As a leader, the skills you use in one context don't always translate in another context. While you may use common practices of leadership across different contexts, how you execute those practices are shaped and influenced by the needs of the context you are leading in.

227. Leadership is a Verb- Leadership is not a title, it's a set of practices that produce behaviors you do with people, not to people. It's an active practice that takes place over time and requires skills sets that adapt to, not only the situational needs of the moment, but the context of how you are leading. We might think of Google, the company as an entity, but name of the company is based on an action and has become known as verb, something you do. "Hey Siri, google the location of next year's Super Bowl?" The dictionary definition states that "google," is a verb, "meaning the search for information on the internet, using the search engine Google." While the dictionary definition of leadership is defined as a noun, meaning "the state of being a leader," or "the leaders of an organization, country, etc." Leadership needs to be practiced like verb, "Hey, Manager, can you help leadership me to achieve my objective?" According the the Authors of Achieve Leadership Genius, an overarching leadership philosophy rooted in a long history of leadership studies that have been used for decades by organizations around the world, the definition of leadership is not a passive idea:

Leadership is the repetitive acts of inspiring, engaging, and satisfying the values and needs of the performers of an objective in areas of conflict, competition, collaboration or achievement of a meaningful objective that results in individuals and communities taking action toward a mutually shared vision and objective.

228. Leadership is Disruptive- When leaders are more than just philosophers, they take action and apply best practices and actually challenge people to lead at every level of an organization. Leaders that actually apply leadership theory often disrupt the status quo. Active leaders force to the surface problems that may be nagging an organization or community and have been ignored or dismissed because of immediate business needs of the moment. Because dealing with these difficult issues can cause discomfort or resistance, they may also adversely affect the energy and ability of individuals, teams, and business units to achieve high performance if they are not used to being challenged to address critical business problems.

Active leadership needs to be the norm, not just when a major change initiative is taking place or the organization is suffering through lean financial times. Whether it's a new process or organizational change, every strategy an organization implements will go through phases of performance similar to that of an individual or team pursuing a goal. The trap passive leaders fall into is responding to these challenges that disrupt short term progress by not sticking to the practices that are proven to work over the long run.

The key to any performance situation, productive or disruptive, is for leaders to be able to recognize progress, even though it may sometimes give the appearance of regression, and then apply those most appropriate leadership actions for both short-term and long-term outcomes.

229. Leaders Don't Take it Personal- Our Leaders should not personalize the perceptions or actions of the people they are attempting to lead. That doesn't mean that leaders should ignore the perceptions they create with those they are influencing, but they do need to respond to them with objectivity. When individual team members question the actions of leaders, they often are experiencing their own insecurities or lack of clarity on the objective you are all trying to achieve. Most employees want to make a meaningful contribution and questions about leadership arise when they become unsure of if their contribution matters. Regardless of how the questions may be raised or stated, they are often a reflection of the individual's mindset--particularly their psychological needs or their concerns about the direction the organization or team is heading in. When leaders manage check their personal feelings at the door of their role, a challenging skill at times, they are able to more readily listen to the questions, concerns, and perceptions of their people. These challenges provide indicators about their team or organization's phase of performance toward a common objective. They also may be more able to recognize the underlying issues and concerns that might affect the overall performance toward the objective they are trying to achieve. Leaders who don't take the direct or indirect feedback personally, stand a better opportunity to reconsider how they communicate, clarify, reframe their message, or more importantly consider changing some key behaviors that may be creating perceptions they don't intend to omit. Critical conversations give effective leaders a chance to clear up misunderstandings that may have somehow become confused in the message or decisions made on progress toward the collective objective. The less defensive behavior a leader demonstrates, the more effective that leader will be across any context of leadership.

230. Leaders Are Not Perfect. You may think you need to be perfect as a leader, but the reality is; you're not perfect, and you never will be no matter how much knowledge, skill, or experience you acquire as a leader. This is a fundamental principle of leadership, and the sooner leaders embrace this truth, the more effective they will be as a leader. In today's knowledge workforce and evolving global economy, the notion of the infallible, omnipotent, all-knowing, super-leader is an outdated myth. So too is the notion that today's leaders are above reproach or excused from the same type of feedback that the people they lead get in relation to their performance. Leaders have never been infallible or invulnerable, even though many traditional leaders attempted to exude this persona. Leaders are human, and by nature have flaws. They will make mistakes, misspeak, exercise error in judgment, make less than optimal decisions, and more often than we all care to embrace, will too often fail to meet the expectations of others. The good news is that in today's workplace you're free to be human, despite the fact you're in the role of leadership. In fact, your people will grow to trust you and be more open to your shortcomings and failures when you're open and transparent about your unintended missteps. When these missteps are responded to openly, honestly, and with sincere desire to learn and grow from such failures, then you will be seen as responsible and a development role model. You will make it safer for others to push the edge of performance and make it safe to fail on occasion. But when you choose to respond to missteps with an air of denial, avoidance of the collateral

damage caused by unpopular decisions, or simply ignore the realities of the low engagement pulse of your people, then you will lose credibility and trust among the people that you've implored to help you achieve an critical outcome.

Embrace your imperfections and be relentlessly dedicated to growing and developing while you serve your less than perfect contributors to the mission, values, and objectives of the organization.

231. Leaders Walk the Talk- Leaders need to take into account the symbolic nature of their actions. Your actions as a leader communicate your values. When you act, you communicate your values, character, and true intentions, regardless of how you hope those intentions land in the minds of others. Your actions as a leader speak much louder than your all company meetings, corporate communications, or motivational speeches at team meetings. This is why it is a fundamental principle that leaders walk the talk of vision, values, and purpose if they are to maintain the trust, respect, and credibility of those they are attempting to lead. In order to walk the talk as a leader, your behaviors should align with and promote the company's values and both word and deed. People hear your words, but they see and feel your behaviors. Your true intention and character become symbolic in how you treat team members and act consistently with everyone on your team. Similar actions may look different depending on a leaders personal beliefs, values, disposition, and motivations. Nonetheless, employees will see the symbolism of your actions and this will shape the long-term outcomes of your leadership over time. Back up your words with your actions and employees will know you mean what you say. Don't be obsessed with changing people's perceptions about you. Be more interested in making sure that your behaviors as a leader align with your values and the common values of the team and organization. Leaders often sabotage their own good intentions by attempting to convince others that they are good leaders, rather than simply leading, and constantly growing their leadership skills and being endlessly committed to best practices of leadership.

232 Leaders are Servants- It's impossible to outline or promote leadership principles without addressing the issue of character, ethics, and responsibility to serve the people you lead. The greatest threat to organizations, free enterprise, and free nations are not the threats from competitors or foreign dictators. The past decade has proved that political systems and corporate entities are under the most threat from within, when their leaders breakdown in character and ethics among those who hold leadership positions in the organizations that form the fabric of our workforce and society.

High performance and successful results are only one critical outcome of effective leadership. An often overlooked measure of effective leadership are the type of results that justly benefit the greater good of the people of an organization, the organization itself, the clients the organization serves, and the greater good of society as a whole. Leadership methods can be used to achieve good or they could produce destructive results. It's up to leaders and the will of the individuals they lead to hold each other accountable to achieve mutually beneficial and just outcomes from the objectives we pursue.

Great leaders envision themselves as servants of the people who comprise the organization and society they are attempting to influence toward a vision, a mission, or the idea they are pursuing. Leaders should think in terms of *outcomes* rather than *results*.

Outcomes - imply results are being achieved, but in addition the organization is also socially responsible, nurturing its people and making a contribution to the common good in a way that doesn't destroy the organization, community, nation or world in which we live.

It is the foundational principle that your intentions as a leader must be noble and that your beliefs and action do more than produce more than a mere profit and or happy shareholders and owners. Our definition of leadership at Inspire Software, in collaboration with Leadership Genius, implicitly implies that you must be intentional about all of these principles, first and foremost as a servant of the noble idea, the people you are pursuing that idea with.

233 Lead by example.

Many successful leaders demonstrate how to behave, perform tasks and do their work. A good leader models excellent behavior and must be able to motivate and encourage people. The most successful companies and organizations have leaders who help their staff understand the value in their vision and show them how everyone can work together to achieve that goal in their role.

It is challenging for people to have faith in an idea or point of view if their leader is not also committed to the vision and empowering their employees or followers to take appropriate action. When you lead by example, your followers should see that you are confident and dedicated, and they will want to align their behavior to their leader.

234 Leadership is about people. Communicating and engaging with your team is essential to leadership. Interpersonal and communication skills are essential to any leader. Without being able to communicate your vision to others, leadership will be challenging. As a leader, you should have the best possible relationship with each member of your team. This means not only relating to those people in top-level management but also the people who work in the lowest-level positions and everyone in between. Leaders should work to constantly improve relationships, their interpersonal skills and how they influence the people who surround them.

235. Focus on change. Transformation should be at the foundation of every leadership plan. People need to understand what your goals and objectives are and the part they can play in transforming the organization. Once they know the direction and changes that need to happen, they may be more willing to work toward them. When you encourage others to change and grow, you will do the same as a leader. Change for the better should be your focus, not just making changes for financial gain. Focus on the overall vision and have the ambition to bring about change.

236. Be human and admit mistakes. Everyone makes mistakes, but it can be beneficial for other people to see a leader acknowledge their mistakes as it can help them be more relatable. Mistakes can show you where you went wrong and how you can improve in the future. A wise leader learns from each experience and uses it to teach their employees and themselves what areas they need to focus on to grow as an organization. People can lose faith in others when they are unwilling to accept responsibility. When a leader owns a mistake, they are often held in higher regard.

237. Understand the value of listening. Learn to listen more than you talk. When you listen, you could be finding out valuable, new information that may help you lead effectively. Leaders are great listeners, which does not mean that they must agree with everything they hear, but they must try to make sense of it and understand. There are two levels of human understanding: intellectual and emotional. When you understand what someone is saying, this is the intellectual level. The emotional level of understanding means that you know how they are feeling. A good leader should understand both. People feel valued and respected when a leader takes the time to listen and process what they are saying.

238. Develop leadership skills. A leader is defined by their behavior and actions, and a good leader has specific skills and characteristics that help them lead effectively. To be a great leader, you should recognize the skills you need and work to develop them. Identify your strengths and weaknesses and what your leadership strategy will be. You need to understand your own behaviors and attitudes, and how these affect your ability to lead. You must constantly work on your skills and always strive to improve them because they determine how successful your leadership style will be.

239. Promote diversity. A leader should welcome diversity and harness the strengths that it can confer on a company. When everyone has the same background and experience, it means there is a limited field of expertise, but when there is a diverse range, you may be able to approach things differently and find fresh perspectives. A diverse workforce encourages innovation and new ideas, which in turn increases the likelihood of success. Many schools of thought now identify diversity as key to business accomplishments like profit and growth. A leader needs to recognize the importance of diversity and aim to build teams that embrace it.

240. Work together to achieve more. Collaboration is the act of working with others to share information, strategies and successes, and every great leader understands its importance. Cooperation and collaboration can happen between

organizations without affecting healthy competition. A leader should embrace the benefits working collaboratively can bring.

241. Have solid values. An effective leader must have a clear vision and solid values so they can inspire their followers and motivate them. Values are essential, and they show that you are a credible leader. Profit is essential to every business, but it should not be the sole value that a leader works toward. Employees appreciate working within a great team, having flexible working hours, job security, training and development, a comfortable working environment and a job that makes them feel like they are making a difference. People typically want to work with a leader who understands their values and needs and has authentic values they follow themselves.

242. Use technology and innovation. Since technology use in the workplace is widespread, as a leader you should take advantage of the benefits that technology can bring to your organization. Technology can help in the operation of a business, increase productivity, help movement into new markets and facilitate in achieving the company vision. Communication across the world is easier using new technologies, which helps with collaboration. Teams can now work together even if they are based in different countries. It is vital to strong leadership that you understand and educate yourself on the technologies that are involved in your organization. You can then improve on how they are used so you gain the most benefit. It is also essential to understand what challenges there could be and how you can overcome them. Your vision for the future could be affected by the technology that is available or by future innovations.

243. Help to develop future leaders. There is always a need for good leadership, and part of being a great leader is to make sure there is someone else who can take over your role when necessary. Thinking about the future in this way is a strong leadership trait. The organization will benefit from having a plan in place that leaves no time gap when people have no leader to look to. When employees are educated on how to become leaders, they are motivated to take ownership of their work. Leaders should understand the value of education and the development of skill sets, nurture talent within the workforce and be able to identify and mentor the individuals who could become leaders of the future.

244. Distribute responsibility skillful delegation. Strategic leaders gain their skill through practice, and practice requires a fair amount of autonomy. Top leaders should push power downward, across the organization, empowering people at all levels to make decisions. Distribution of responsibility gives potential strategic leaders the opportunity to see what happens when they take risks. It also increases the collective intelligence, adaptability, and resilience of the organization over time, by harnessing the wisdom of those outside the traditional decision-making hierarchy.

245 Be honest and open about information. The management structure traditionally adopted by large organizations evolved from the military, and was specifically designed to limit the flow of information. In this model, information truly equals power. The trouble is, when information is released to specific individuals only on a need-to-know basis, people have to make decisions in the dark. They do not know what factors are significant to the strategy of the enterprise; they have to guess. And it can be hard to guess right when you are not encouraged to understand the bigger picture or to question information that comes your way. Moreover, when people lack information, it undermines their confidence in challenging a leader or proposing an idea that differs from that of their leader. Some competitive secrets (for example, about products under development) may need to remain hidden, but employees need a broad base of information if they are to become strategic leaders. That is one of the principles behind "open-book management," the systematic sharing of information about the nature of the enterprise. Among the companies that use this practice are Southwest Airlines, Harley-Davidson, and Whole Foods Market, which have all enjoyed sustained growth after adopting explicit practices of transparency. Transparency fosters conversation about the meaning of information and the improvement of everyday practices. If productivity figures suddenly go down, for example, that could be an opportunity to implement change. Coming to a better understanding of the problem might be a team effort; it requires people to talk openly and honestly about the data. If information is concealed, temptation grows to manipulate the data to make it look better. The opportunity for strategic leadership is lost. Worse still, people are implicitly told that there is more value in expediency than in leading the enterprise to a higher level of performance. Strategic leaders know that the real power in information comes not from hoarding it, but from using it to find and create new opportunities for growth.

256. Create multiple paths for raising and testing ideas. Developing and presenting ideas is a key skill for strategic leaders. Even more important is the ability to connect their ideas to the way the enterprise creates value. By setting up ways for people to bring their innovative thinking to the surface, you can help them learn to make the most of their own creativity. This approach clearly differs from that of traditional cultures, in which the common channel for new ideas is limited to an individual's direct manager. The manager may not appreciate the value in the idea, may block it from going forward and stifle the innovator's enthusiasm. Of course, it can also be counterproductive to allow people to raise ideas indiscriminately without paying much attention to their development. So many ideas, in so many repetitive forms, might then come to the surface that it would be nearly impossible to sort through them. The best opportunities could be lost in the clutter. Instead, create a variety of channels for innovative thinking. Some might be cross-functional forums, in which people can present ideas to a group of like-minded peers and test them against one another's reasoning. There could also be apprenticeships, in which promising thinkers, early in their careers, sign on for mentorship with leaders who are well equipped to help them build their skills. Some organizations might set up in-house courses or sponsor attendance at university programs. Reverse mentoring — in which younger staff members share their knowledge of new technology as part of a collaboration with a more established staff member — can also be effective.

247. Make it safe to fail. A company's espoused statement of values may encourage employees to "fail fast" and learn from their errors. That works well until there is an actual failure, leading to a genuine loss. The most dreaded phone call in the corporate world soon follows; it's the one that begins: "Who authorized this decision?" Big failures are simply unacceptable within most organizations. Those who fail often suffer in terms of promotion and reward, if not worse. You must enshrine acceptance of failure — and willingness to admit failure early — in the practices and processes of the company, including the appraisal and promotion processes. For example, return-on-investment calculations need to assess results in a way that reflects the agreed-upon objectives, which may have been deliberately designed to include risk. Strategic leaders cannot learn only from efforts that succeed; they need to recognize the types of failures that turn into successes. They also need to learn how to manage the tensions associated with uncertainty, and how to recover from failure to try new ventures again.

258. Provide access to other strategists. Give potential strategic leaders the opportunity to meet and work with their peers across the organization. Otherwise, they remain hidden from one another, and may feel isolated or alone. Once they know that there are others in the company with a similar predisposition, they can be more open, and adept in raising the strategic value of what they do.

249. Develop opportunities for experience-based learning. The vast majority of professional leadership development is informative as opposed to experiential. Classroom-based training is, after all, typically easier and less expensive to implement; it's evidence of short-term thinking, rather than long-term investment in the leadership pipeline. Although traditional leadership training can develop good managerial skills, strategists need experience to live up to their potential.

249. Hire for transformation. Hiring decisions should be based on careful considerations of capabilities and experiences, and should aim for diversity to overcome the natural tendency of managers to select people much like themselves. Test how applicants react to specific, real-life situations; do substantive research into how they performed in previous organizations; and conduct interviews that delve deeper than usual into their psyche and abilities, to test their empathy, their skill in reframing problems, and their agility in considering big-picture questions as well as analytical data. In all these cases, you're looking for their ability to see the forest and the trees: their ability to manage the minutiae of specific skills and practices, while also being visionary about strategic goals. The better they are at keeping near and far points of view simultaneously available, the better their potential to be strategic leaders.

250.. Bring your whole self to work. Strategic leaders understand that to tackle the most demanding situations and problems, they need to draw on everything they have learned in their lives. They want to tap into their full set of capabilities, interests, experiences, and passions to come up with innovative solutions. And they don't want to waste their time in situations (or with organizations) that don't align with their values. Significantly, they encourage the people who report to them to do the same. In so doing, strategic leaders create a lower-stress environment, because no one is pretending to be someone else; people take responsibility for who they truly are. This creates an honest and authentic environment in which people can share their motivations and capabilities, as well as the enablers and constraints in their life.

251. Find time to reflect. Strategic leaders are skilled in what organizational theorists Chris Argyris and Donald Schön call “double-loop learning.” Single-loop learning involves thinking in depth about a situation and the problems inherent in it. Double-loop learning involves studying your own thinking about the situation — the biases and assumptions you have, and the “undiscussables” that are too difficult to raise.

252. LEAD BY SETTING AN EXAMPLE- The most important principle for the next-generation leader is to lead by example. Leaders are not there to tell people what to do, but to show them how and why to perform the specific tasks. You essentially need to understand the difference between a leader and a boss. The core idea of leadership is the ability to inspire people and in order to do that you can't just bark orders. If you want people to buy into your vision, then you need to show them why the vision is worth working for with your actions and behavior. While you definitely need to draft a strong vision to guide you through, the vision should ultimately be built around your ability to do what you preach. A vision that the leader isn't committed to work towards himself or herself, is as strong as a house of cards.

A leader *leads* – he or she walks in the front, while inspired followers *follow* performing and mimicking the behaviors and actions they see the leader do. You can't expect the followers to behave in a specific way, if you go around doing the opposite or not doing anything at all.

Do you want your team to focus on excellence? Then become excellent at what you do and empower the others to do the same. You can implement true organizational change by changing the mindset and behavior of the team through example. If they can look up to you as the leader and see confidence, resilience, excellence and dedication, they will want to mirror this behavior.

253. SEEK OUT CHANGE NOT FAME- The next-generation of leaders has to focus even more than ever on setting out their vision of the future. You must be able to create a transformative vision because it's the only way to get people on your side. You can't inspire and motivate people to work hard, if they don't know what they are working for or they don't believe in the objectives you've laid out.

The vision you define should focus on change, not fame. Leadership is not about getting your place in the sun – it is not about you. A great leader is looking to change the course of an organization, a team or even society. It's about changing and empowering the employees and growing as a person and as a leader while doing it. If you are in it for fame or the money, you are inevitably going to fail as a leader. You might have money, but you won't have the backing and respect of the people you are controlling.

254. FOCUS ON THE ESSENCE OF BEING A LEADER -Being a leader is not a position you gain; it's not about having a special title or a specific role within an organization. Being a leader is about behavior and actions. You can be a leader, even if you aren't in a senior level in an organization and you can find examples of people who call themselves leaders because of their position of power, but who in fact act more like bosses. Whatever you do, always remember the essence of being a leader: sharing your vision with people and inspiring them to follow your cause.

As a leader, it's your behavior and your communication, which guarantee people are inspired and respect you. It's your ability to take responsibility for your actions, your power to change and transform things around you, and your empowering nature, which helps others unleash their own potential; these are the behaviors a leader shows and implements.

255. PLACE VALUES AT THE HEART OF EVERY ACTION- Leadership in the future will continue to emphasize people, the vision and the leader's ability to change things around. The future worker is looking for different things; research has highlighted how the Millennials are extensively focused on flexible working opportunities and working with great peers, as well as proper remuneration and job security. You must carefully identify your values and place them at the centre of your vision and everything else you do in life. MindTools has identified the key steps to identifying your true values:

- Step 1: Find the times you've been the happiest in your career and personal life.
- Step 2: Discover the times you've felt the proudest.
- Step 3: Identify the occasions you've felt fulfilled and satisfied.
- Step 4: Determine your values based on the above experiences.

- Step 5: Prioritize these values according to the most important.
- Step 6: Take a moment to reaffirm your feelings about the chosen values.

Remember the above also means you need to be accountable. You can't talk about the importance of sustainability, if you don't follow it through with actions. As discussed in relation to the first principle, people will notice if you are just talking and expecting others to behave in a certain way. You need to lead by example when it comes to values or else you are just trying to fool the audience. As a leader, you can't wear any masks.

256. HARNESS AMBIGUITY AND UNCERTAINTY- The world can be an ambiguous place, with its ever-changing systems. We're developing new technologies, creating new markets and products, and industries. Conventional wisdom in many fields, such as business, is constantly being challenged by these changes. The pace of transformation will only increase in the future, as technological advances continue to pick up. Your job as the future leader is to harness this ambiguity and uncertainty to your advantage, instead of crumbling under the pressure.

1. Instead of looking outside of the box, get rid of the boxes.
2. Think both in terms of outside-in and inside-out.
3. Focus on root causes instead of symptoms.
4. Approach things through two-directional thinking.
5. Focus on relationship/networks instead of transactions.
6. Collaborate and co-create.
7. Align purpose and profit.
8. Steer away from complacent compliance.

Embracing uncertainty and thinking differently won't be easy. But if you start looking at change as something positive and indeed necessary, you start removing resistance and fear around the concept. Continue exploring the world, the different industries, skills and people to get a bigger perspective on things and to challenge your own thinking. This can help you prepare for the future and take control of ambiguity.

257. CULTIVATE DIVERSITY AND COLLABORATION- Diversity is a huge strength for any organization and due to the increasingly interconnected nature of the world; embracing diversity should be at the core of your leadership strategy. Organizations today are not confined to a specific location, but people reach out and work with people from different countries and different backgrounds.

This provides huge opportunities, which you as a next-generation leader must be able to harness to your advantage. Diversity is a tool to cultivate deeper collaboration because it allows you to find different approaches and perspectives to solving problems, creating new products, and interacting with people. Cultivating diversity is a powerful tool for embracing ambiguity as well.

258. FOCUS ON HARNESSING TECHNOLOGY- Tomorrow's leaders cannot avoid the fact the world is becoming more technology-driven. Technology is growing exponentially, which means the rate of new technology innovations is becoming shorter. Not only is this going to change the way organizations operate, it'll also transform leadership. As a next-generation leader, you must embrace and harness technology as part of your leadership strategy.

As technology develops, it can continue to provide two benefits you need to harness as a leader. First, technological advances will undoubtedly provide organizations with plenty of opportunities to improve operationally. Technology can boost productivity, create new markets and generally make it easier to achieve the organization's vision. New technologies could also be used to empower subordinates, through provision of development opportunities.

“For a prosperous future, we must ask how all of us, and the technological systems we design and build, can serve the proper ends and not be confined to the means. Our efforts must focus on the impact of the Fourth Industrial Revolution on human beings, society and the environment, and not just focus on technological progress or economic productivity.”

Schwab identified four keys future leaders should focus on:

- *Prioritizing systems instead of technologies.*
- *Empowering societies and avoiding a fatalistic and deterministic view of progress.*
- *Prioritizing futures by design instead of default and focusing on collaboration.*
- *Include values as a key feature of new technologies.*

As a next-generation leader, you should ensure you learn more about technologies operating in your industry, but also outside of it. Stay interested in the possibilities technology offers now, but also about the future visionary ideas out there. Keep your focus on the industry because its importance is only going to grow in the future and its impact will be felt across the organization, as well as society.

259. EMBRACE VULNERABILITY AND ADVERSITY- Leadership is not about being perfect. You will face challenges and you'll undoubtedly make mistakes during your leadership journey. Instead of focusing on being perfect, you should focus on moving forward even when things are challenging. You can't avoid mistakes; you need to accept your vulnerability. Perhaps more crucially, you can't just accept your own vulnerability as a leader, but embrace it in your subordinates. Don't treat your subordinates as machines; people have needs, desires and wants, and even though they might not make sense to you, they are still real emotions to the person experiencing them. By understanding the vulnerabilities and imperfections in yourself and in others, you can approach people more empathetically. This empathy is essential for creating strong relationships. If you feel you can fully trust someone, then you are more likely to work hard to help the person achieve his or her vision.

If a difficult situation is facing the organization, you personally, or a member of your team, Dr Fab Mancini recommends focusing on three key things:

- Find lessons to learn from adversity.
- Persevere and remember the moment won't last forever.
- Instead of fearing the situation, have faith in a positive outcome.

260. BE WILLING TO DEVELOP- Never allow yourself to become too satisfied as a leader. You shouldn't ever reach a point where you feel fully satisfied with your leadership and the organization's position. Now the statement doesn't mean you shouldn't appreciate the things you've achieved or feel unthankful about the success you've had. But instead, you want to have an inner feeling where you know you have more to give and to achieve.

261. NURTURE THE NEXT-GENERATION OF LEADERS- Leadership is a continuum and your job is to ensure someone will be there to follow you, just as you followed in the footsteps of today's leaders. The organization will need to fill your shoes one day and it is your job as the leader to ensure the organization has a proper succession plan in place. Not only does nurturing the next-generation of leaders make it easier to find a leader to take your place one day, the whole organization will benefit from leadership development. Employees, who are taught more about leadership and the skills required to lead, will be more motivated and more knowledgeable.

- *Instill the value of learning in the organization.* Move beyond focusing on results and use every assignment and task as a learning opportunity.
- *Focus on being the role model.* As discussed earlier, leading by example is an essential part of leadership. This also applies to learning; teach others about the value of development by continuously developing yourself further.
- *Make development an organization-wide process.* You should ensure each level of the organization is committed to developing employees and supporting each other to improve.
- *Use problems as opportunities to develop.* Every organization will face difficulties, but as a leader, you want to leverage them as opportunities to learn and improve.

You should also remember the challenges and principles of the leaders following you would be slightly different. Just as these ten principles are aimed for the next-generation of leaders, by the time you are developing leaders some principles might have swapped places with others. It's essential to ensure you identify the talents of the future.

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