

COMPETENCIES FOR EFFECTIVE LEADERSHIP IN CREDIT UNIONS

P A Kiriwandeniya

SANASA Leader
Chairman - People's Bank, Sri Lanka

Paper presented at Asian Credit Union Forum 2006

Colombo - Sri Lanka

20-23 September 2006

Outline of the Presentation

- Who is a Leader
- What is Leadership
- Leadership Styles
- Ingredients of an Effective leader
- Key competencies for Effective Leadership

Who is a Leader ?

- One controls and directs others
- One others will follow
- Head of a team

A Leader by his words and deeds creates an environment of pride and loyalty among the workforce of the organization

Leader is a person who inspire you to take a journey to a destination you would not go to by yourself

Leader directs others to achieve goals using his influence

Leaders are made rather than born

- *Philip Sadler* -

What is Leadership ?

* The essential attributes of Leadership :

- providing directives and focus
- drive for innovation and change
- drive for results
- build self-awareness
- engages and inspires
- support high performing teams

“Leaders at all levels have a clear vision for the business, engage and inspire those around them, and focus the creativity and enthusiasm to drive superior performance”

So, Leaders have 4 main characteristics:

- * Forward Looking
- * Competent
- * Inspiring
- * Honesty

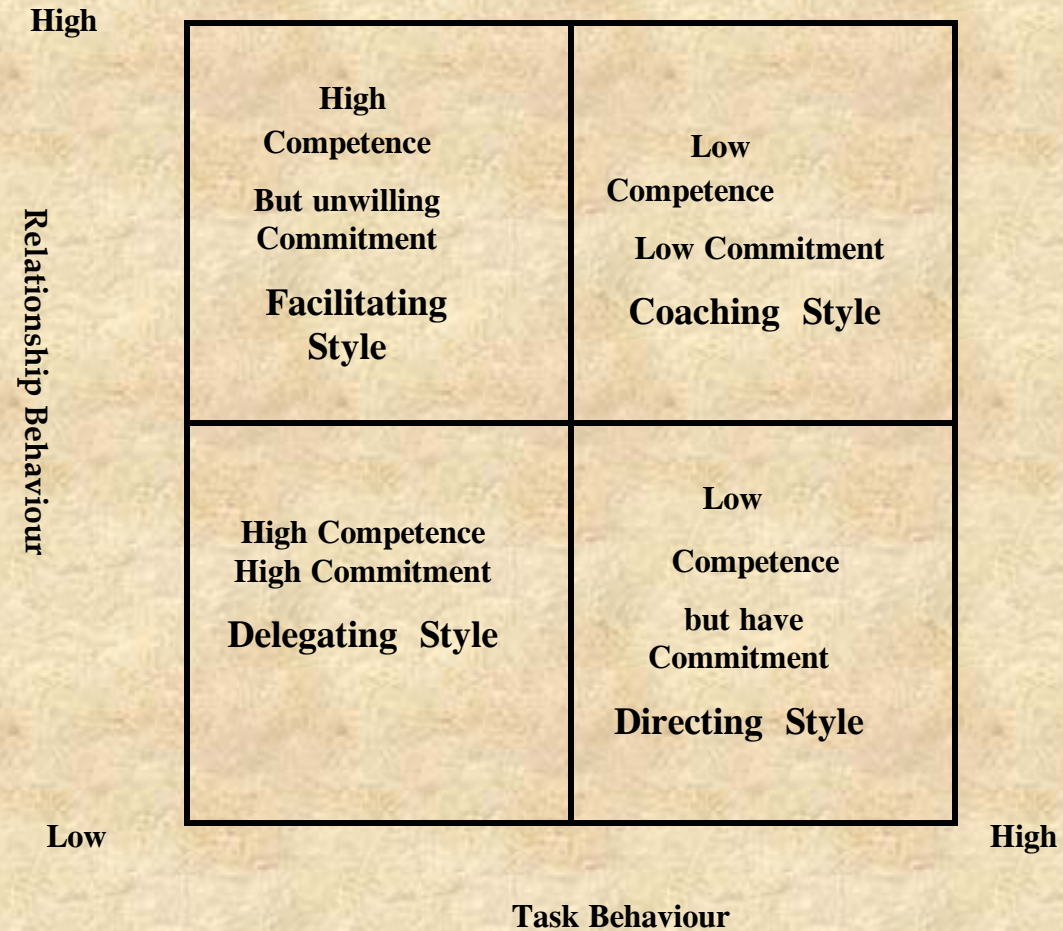
- Leaders are judged by 2 ways :
 - by Tasks they accomplish
 - by their Influence on others
- Learn how to create a partnership through participatory approach
- There can be no leadership without someone following.
- Therefore, the relationship between the leaders and followers is a vital element
- Their willingness to follow you will depend on your leadership style

Leadership Styles : by Task and Relationship behaviours



- It is not just one style that is effective.
- Each style is appropriate depending on the situation

How and when to select different leadership styles



Ingredients of an effective leader

- Guiding Vision
- Integrity
- Creativity
- Judgement
- Communication
- Knowledge
- Honesty
- Commitment
- Courage
- Charisma
- Empowerment and Daring

Competencies for Effective Leadership

General Management

Managerial ability in general

Vision

Leaders make sure people not only see the vision, they live and breath it
- Jack Welch -

Business Judgement

Making decisions regarding products/services – Good Judgement to suit the situations correctly

Industry Knowledge

Successful businesses today focus on knowledge workers
Knowledge: ability to clarify and properly understand the industry and market trends

Strategic Thinking

Understanding the situation and evolving good strategies

Crisis Management

Analysing the situation, handle the situation well

Finance

Understand the finance movements and managing the trends.

Timely decisions lead to generate your profit

Thank you