

# COMPETENCIES FOR EFFECTIVE LEADERSHIP IN CREDIT UNIONS

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*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

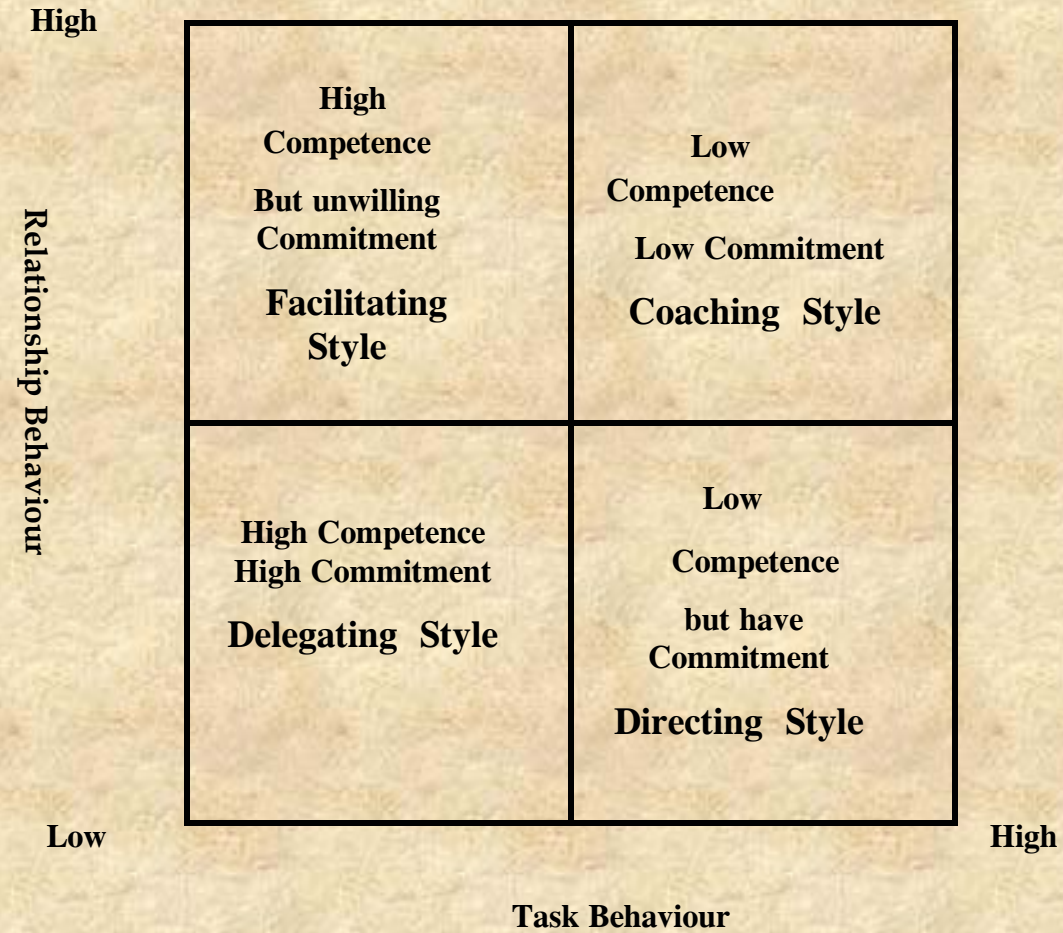
## Leadership Styles : by Task and Relationship behaviours



- 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*