

# The behaviour of leaders

Effective leaders consistently behave in well-researched ways. The most important of these behaviours are listed below beside the attributes of good leaders. For best effect, formally and explicitly communicate these attributes & behaviours to all employees.

<b>Attributes</b>	<b>Behaviours</b>
Inspire & motivate	Empower others Recognise, engage and celebrate expertise Communicate succinctly and clearly
Focus on improvement	Develop & communicate strong vision Articulate perceived strengths & challenges Challenge mediocrity Build capacity Acknowledge and celebrate effort Acknowledge and celebrate progress Acknowledge and celebrate achievement
Strategic	Distribute leadership Guide the development of goals and action plans Plan contingencies Embrace supports & mitigate hindrances
A one-team approach	Establish transparency Establish autonomous project teams Be inclusive Acknowledge and celebrate collaboration
Model expectations	Demonstrate commitment
Build trust	Maintain confidentiality Honour commitments Grant good intentions
Develop, intervene & support	Monitor practices and coach where needed Facilitate good practice with resources & time Ensure teams remain on target
Build relationships	Engage widely Consult Collaborate Be courteous Focus on issues Be empathic, compassionate and kind
Integrity & courage	Articulate professional values & beliefs Assert authority Confront and process unacceptable behaviour in others Focus on core business (student learning)