

*1. Describe your personal leadership approach and thoughts around what you consider to be important to being a respected AND an effective leader. (Minimum ½ page, maximum 1 page). Describe what was effective and not effective of 1 leader you have personally experienced in your career. Give 2 examples and why or why not this persons style and leadership skills were effective or not effective. (1/2 page.)*

In order to be respected and effective leader, a person must always tell the truth. Nowadays, in business environment, we tend to "avoid the full truth", in order to make a good impression, we say things people like to hear. Authentic leaders are different. They always tell the truth, and never compromise with their personality and efficiency.

Good leader always follows his heart. Business and leadership are all about people. Leader should not be afraid to show his vulnerability, good leader cares about people and spends his working hours helping his employees to perfect their performance.

Respected and effective leader must have high moral standards. His personality speaks louder than any words. The power of character is the real power, and people can see it and in a way, feel it. One needs to speak his mind and stick with his ideas an believes. Employees will respect, follow and learn from a noble, kind and human leader.

Good leaders are brave. It takes courage to lead, one needs vision, personal strength and self-confidence to do the right thing. This is the world of followers. Only a few percent of human beings are strong enough to lead into the right direction and smart enough to be followed. It is so easy to go the easy way, and so difficult to choose the hard way, or, it is so easy to follow and so difficult to lead.

Leaders create teams, they organize groups and communities. Team work is the essence of effective work. Nowadays, if a employee feels like he belongs to a group, if he feels to be a part of a community, his loyalty rises and he is ready to go beyond the line of duty for his group and leader. Great leaders know how to create ideal working environment, for everyone to feel accepted and appreciated, but also encourage friendships and social connecting between his employees.

Leaders should continue their education for as long as they work. They must know their own possibilities and limits, and continue to expand their knowledge and skills, but also eliminate their weaknesses. It is never a waist of time to work on one's fears and limits.

Leaders are dreamers, or at least, they should be. As Albert Einstein pointed out, imagination is far more important than knowledge. The greatest of leaders dear to dream impossible dreams, they look at the same picture as everyone else, but they see what no one can, and they imagine beyond anyone's dreams.

I work in a small company called "ABA company". Mr Steven is the owner and general manager, and the company has only 12 employees. Mr Steven is a nice man, he is unselfish, ready to spend hours explaining everything to everyone. He knows everyone's birthday, marital status, domestic problems.. He created an excellent working environment, but, on the other hand, he is the worst teacher one can imagine! In the beginning, for the simplest of tasks, he used to spend hours explaining it.

For example, when his secretary, who was a single mother, called him and demanded a day off since her child had a fly, he took his lap top and spent a day in her office, doing her job and his own, plus, he sent his wife to buy some fruit and vitamins and deliver it to her house. But, in the same week, he spent a whole day, 8 hours explaining to his employees the performances of the new wood cutter. Mr Steven spend 15 years working on that machine, and now when he was supposed to teach someone else to work on it, he had no idea how to do that. And after 8 hours, he gave up and called a manufacturer of the machine to send one of his constructors. The training lasted for one single hour, and there was no problem afterward. His employees are ready to work any hours, to stay late and do whatever they can do to help the company and Mr Steven, but he is unable to help them to be more efficient and effective, and spend less time doing the same thing. On the other hand, he himself is one of the most effective and efficient people I have ever met, but has no ability to pass that skill and knowledge to his team.

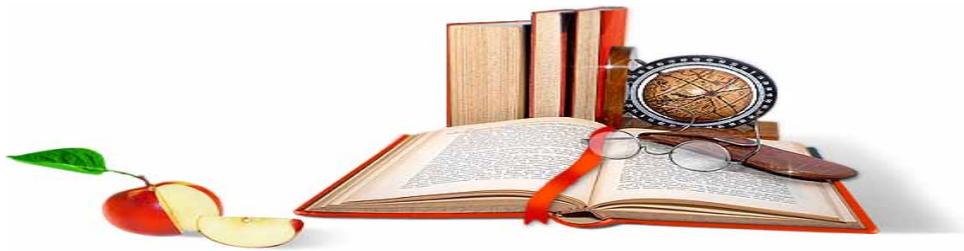
*2. Describe 1 highly respected leader (public figure or someone you view from a distance as being highly respected in the area of leading change) and note 4 traits or characteristics that appear to make him/her a successful as a change leader.*

I believe that Mr Nesha, construction engineer who built my house is the most respected leader I have ever seen. He has a team of construction workers, specialized for different jobs. On the other side, he continues to follow the latest innovations and patents in the field of construction and insists to apply them in the houses he builds. When he wants his electrician to do something different than usual, or to change the way he does his job, Nesha has a special tactics. First, he discusses the good and the bad sides of current way with the electrician, and than presents him the new way of doing thing, and

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