

# Leadership Approaches - Qualities

## Transformational, Crisis, Turnaround, and Visionary

	Qualities	Tr	C	Tu	V
1	Be approachable to team and stakeholders	x			
2	Leave past resentments behind	x			
3	Keep your word and honor commitments	x			x
4	Control anger and temper	x	x		
5	Model mutual respect and dignity	x			
6	Lead by example			x	
7	Lead with your strengths				x
8	Assume full responsibility for pivotal decisions	x			
9	Shield colleagues from blame	x			
10	Impose executive power only after possibilities of compromise are exhausted	x			
11	Don't hit unless you have to... then hit hard		x		
12	Share credit for successful resolution		x		
13	Find ways to save face		x		
14	Maintain perspective as accolades and abuse appear	x			
15	Calculate the risks and decide when to be involved	x	x		x
16	Create a pause-time and space to think	x	x	x	
17	Create ways to cope with pressure, maintain, replenish energy	z			
18	Launch lasting reforms by address systematic problems			x	
19	Impose discipline within the ranks				x
20	Put ambition of the collective interest above self-interest/ego	x			x
21	Understand the emotional needs of team members	x			
22	Assemble a team aligned with action and change		x	x	
23	First gather information	x			
24	Understand facts, causes, conditions, and opinions		x		

25	Use history to help with perspective		x		
26	Take note of the personalities involved				x
27	Simplify the agenda to create single-mindedness		x		x
28	Create readiness among team				x
29	Remain uncommitted at the early stages		x		
30	Tell people what to expect and what is expected of them			x	
31	Establish the most effective order of battle				x
32	Make a dramatic start				x
33	Draw a sharp line between the past and the now/future			x	x
34	Set a deadline and drive to meet it			x	x
35	Design flexible organization able to deal with new problems and solutions			x	
36	Be ready to deal with and adapt to abrupt intrusions/reversals		x	x	
37	Acknowledge when failed policies demand a change in direction		x		
38	Be ready with multiple strategies		x		
39	Anticipate contending strategies	x			
40	Stimulate competition and debate, encouraging creativity.			x	
41	Rally support around a strategic target			x	x
42	Infuse among stakeholders a sense of shared purpose and direction			x	
43	Be visible, cultivating support among those most directly affected		x		
44	Restore confidence and morale with the right balance of realism and optimism			x	
45	Give stakeholders a chance to shape direction from the start				x
46	Set forth a compelling picture of the future				x
47	Let celebrations honor the past and provide momentum for the future				x
48	Frame the story in simple terms		x	x	
49	Share your narrative to the public				x
50	Set ground rules with administration and publicity department		x	x	
51	Open alternate unfiltered channels of information			x	
52	Leave a record for the future, documenting each step of the way		x		

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