



Leadership in Challenging Times

John Baguley, Chair, Group IFC

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Changing the **world** - one
client at a time.

**“Fundraising is a
passionate, caring and
critical profession that has
a love for building a better
world”.**



“But it requires
real leadership to
transform
organisations”

Challenging Times

1. The pace of change: Technology, Regulation, Brexit - uncertainty.
2. Challenges to authority: Proletisation of the middle class.
3. Motivating & retaining staff: Mobile & flexible lifestyles.

"Success breeds complacency.
Complacency breeds failure.
Only the paranoid survive."

Andy Grove CEO Intel

Where are we going?

- Set far reaching goals.
- Show the route and milestones.
- Bring staff with you...



“Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others.”

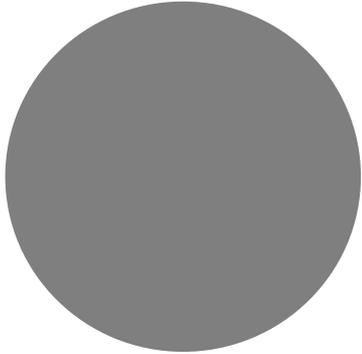
Jack Welch, CEO, General Electric

Transformational leadership:

The key is how you behave, how you treat others, how you cope with pressure and whether you follow through on your promises.

Do that well and your staff and colleagues will imitate you.

General Stanley McChrystal 'Leaders: Myth & Reality'



The problem with zombies... |

Face up to zombies!

Get them back on track or sack them...

Warning: Never ignore a zombie or you will be eaten alive.



Hard things are hard

Leaders & Managers



The Difference...

Managers

- Task driven
- Results orientated
- Sets task & deadline
- Checks if on time
- Praises / disciplines
- Sets next task

Leaders

- Mission focussed
- Inspiring
- Personally exhibits positive qualities
- Charismatic
- Reliable & trustworthy

?





Visual, emotional & striking!

Charisma

Academically Speaking

4 Different Types of Leadership Styles

Positive and Negative **Leaders** or Bosses:

- Autocratic or Authoritarian.
- Paternalistic.
- Democratic or Participative.
- The Laissez-faire or Free-rein.

Strategic Leadership: The 5 Characteristics Of A Good Leader

- **Strong Communication.** Without a doubt, being an effective communicator is a top attribute of a strategic leader. ...
- **Passion & Commitment.** Enthusiasm for your mission or project will get others excited because they can see and feel your dedication. ...
- **Positivity.** A positive attitude is contagious. ...
- **Innovation.** ...
- **Collaboration.**

Inspire a team:
Set the goals & the milestones.
Get going...
Over communicate!





“Respect and
appreciate your
staff!”

Listen
Thank
Praise
Discipline



“My mom always told me to use my brain, but to make sure it’s linked to my heart.”

Angelique Kidjo, UNICEF Goodwill Ambassador, singer and songwriter

Dream team

Dream
performance

Dream results



Leadership Strategy 4 Key Points

Set the long-term agenda...
Resource it properly.

Grow income from diverse
sources...

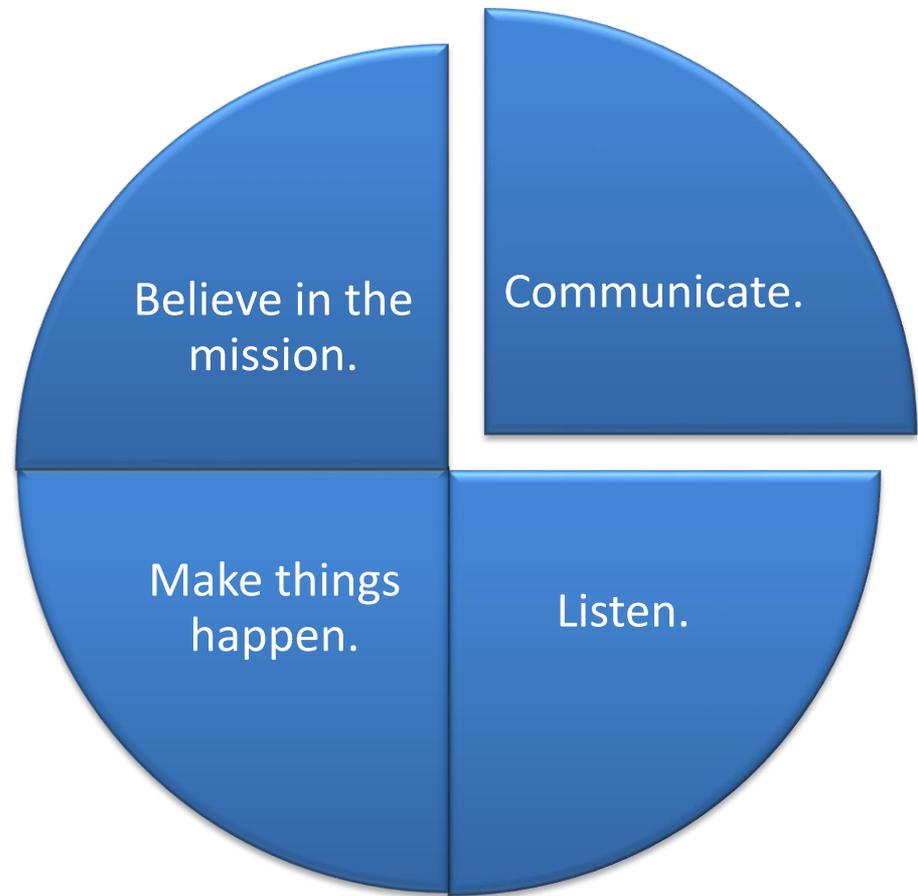
Adapt to change and innovate...

The Mission is everyone's
responsibility...

“If the highest aim of a captain were to preserve his ship, he would keep it in port forever.”

Thomas Aquinas,
philosopher

As any fool
knows
leaders
should...





Next Steps...

- Develop your goals and timetable
- Build support – individuals and departments
- Check the state of play
- Deal with obstacles: budget, people etc
- Get going – **over communicate...**

“Out of this long
process a brighter
day will come”

President Barack
Obama





QUESTIONS?



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