



1: CHARLES C. MANZ

MANY COMPANIES WANT (NEED) TO APPLY A DIFFERENT LEADERSHIP CULTURE, E.G.: VIRTUAL TEAMS APPROACHING TASKS IN A TARGETED WAY AND ACROSS HIERARCHIES & REGIONS; EMPLOYEES SHALL BE GIVEN MORE RESPONSIBILITY, BEING MORE INVOLVED IN DECISION-MAKING PROCESSES. IN SHORT: STRIVING FOR A CULTURE OF SELF-RESPONSIBILITY, WITH LEADERS WHO ARE ACTING AS HEAD COACHES FOR THEIR TEAMS. OBVIOUS QUESTION: "HOW TO?"

IT STARTS WITH YOURSELF: LEADERSHIP IS AN INSIDE TASK FROM THE OPENING BELL. IT IS A MINDSET THING. MINDSET, THOUGHTS, INTERPRETATIONS OF INDIVIDUALS AND EVENTS DIRECTLY INFLUENCE BELIEFS, AND ULTIMATELY, LEADERSHIP ACTIONS: **SELF-LEADERSHIP**¹.

ONE HAS TO BUILD A CONTEXT WHERE RESPONSIBLE SELF-LEADERSHIP CAN EMERGE AND THRIVE. POSITIVE CHANGE NECESSITATES CONSCIOUS AND DELIBERATE THOUGHTS, FEELINGS, EMOTIONS, BEHAVIORS THAT CREATE INTENTIONAL ACTIONS.

LEADING A SELF-RESPONSIBLE ACTING TEAM CAN BE ACHIEVED WITH THE RIGHT SPIRIT, SOUND LEADERSHIP SKILLS PLUS TECHNIQUES OF COACHING / MENTORING.