

Leadership Development Programme

Leadership Model



Organisation Development Institute
Capable people, capable organisations.



The Leadership Model expresses the leadership actions within the organisation that determine the interactions of the organisation with its wider communities, all bounded by the finite physical and biological environment.

People are the **heart** of the organisation; making the decisions and performing the actions that determine the organisation's outcomes for its customers, other stakeholders and for the physical and biological environment.

Leadership is the **soul** of the organisation; motivating and empowering its people so that the organisation achieves its vision. The tasks and skills of leadership encompass creating the organisational vision (envisioning), mobilising the team to follow (engaging), personally modelling the actions that achieve the vision (enacting); all creating a positive climate within the organisation.

References:

Cameron, K.S. (2008). *Positive leadership: Strategies for extraordinary performance*, Berrett-Koehler.

Cammock, P. (2003). *The dance of leadership: The call for soul in 21st century leadership* (2nd ed.), Pearson Education.

Our Leadership Model that describes the actions and interactions of leadership is as follows:

