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The license may not give you all of the permissions necessary for your intended use. For example, other rights such as publicity, privacy, or moral rights may limit how you use the material. What makes a good team leader? Being a leader is not about your job title or years of experience. It's a mentality. It's also the way you work and carry yourself. A leader is also a coach, a decision maker, and a visionary.The way leaders behave and treat employees on their teams directly impacts company culture, employee engagement, and a company's ability to retain and attract talent.No one is a born leader; like any expertise, leadership skills can be learned and honed. It is essential to know that a leader's effectiveness is also dependent on the amount of influence and support you get from people in your team.You should never assume that people you work with will automatically follow your lead and respect your decisions just because you are in a leadership role. Your immediate supervisor already has your back because they hired you. You need to win over your peers, direct reports, and the wider team members.Whether stepping into a leadership position from an individual contributor role or looking to progress in your career, here are 11 qualities of a good team leader, characteristics, and traits you can adopt.1. Acknowledge, appreciate, and give creditGreat leaders publicly express appreciation and acknowledge their team for their contributions. When you show appreciation for team members' contributions and provide positive feedback, you help encourage a positive work environment.To inspire employees to give their best, they need to know that they are on the right track and that their work will be valued and appreciated. Find ways to celebrate your team's achievements, even through a simple "well done."Do it consistently and deliberately. Praises for minor reasons, and frequent praises can come across as insincere and even demotivate others.Related: A culture of employee recognition contributes to retention2. Active listeningAfter resigning in 1985, the late Steve Jobs said he returned to Apple as a humbled and better leader – and former Apple CEO John Sculley credited much of this to his newfound ability to listen.While setting ground rules or implementing new approaches is essential, taking a step back and listening to your team is also highly crucial. A good leader must stay attuned to what is going on with their team and company to make informed decisions.To be a great leader is to be a great communicator – and great communicators listen. Good leaders are proactive and intuitive listeners. To be an active listener, you must never interrupt or interrupt, always maintain eye contact, and use visual cues like nodding to show you genuinely listen. Employees want to feel listened to, not patronised or, even worse, ignored.Related: How leaders can gain better engagement with their teams3. Communicate effectivelyCommunicating clearly, concisely, and tactfully is a crucial leadership skill. Communication involves more than just listening attentively to others and responding appropriately.It also includes sharing valuable information, asking intelligent questions, soliciting input and new ideas, clarifying misunderstandings, and being clear about what you want. The best leaders also communicate to inspire confidence, drive motivation and energise their employees.Related: How to deal with difficult conversations at work4. Show commitmentNo one likes to work for a non-committed leader or in a non-committed team. Your commitment as a leader can help foster team spirit that will differentiate an outstanding team from a mediocre one. A committed leader is more likely to gain their team's trust. Importantly, showing commitment keeps team morale high.Get in touch with Michael Page today for advice on your next career move. Our team will be happy to discuss what you're looking for and suggest job opportunities.5. Embrace failureFailure is part of success, and good leaders don't shy away from failure – they use it as an opportunity for growth. Whether it's a personal setback or a challenge within your team, understanding moments of failure is helpful as it encourages your team to improve and innovate.Encourage your team to embrace failure by publicly acknowledging your setbacks and sharing how you grew from every situation.Related: 5 interview questions to ask to tell a good candidate from a good one6. Invest in your team's futureA clear career progression plan is essential to attract and retain talent. This survey report findings are based on responses from 12,940 job seekers, employees and employers across Asia Pacific, of which 2,284 are from Australia. Download our report or use our interactive online tool to gain deeper, up-to-date insights into the current talent market. Have you ever wondered what sets team members and allows them to practise leadership without too much pressure. Challenge them with high expectations, encourage them to be creative, and show innovation. Communicate clear goals and deadlines to your team, and give them the autonomy and authority to decide how the work gets done.These opportunities can be as simple as leading a meeting or team-building activities, which can help build vital confidence in your team. From these activities, they can also get feedback from you about their leadership capabilities.Related: How to boost employee engagement – in the office or at home7. Lead with empathyEmpathy is a complex skill to quantify. Being empathetic is to be able to see and understand situations from various viewpoints of employees of different seniority in the company, and comprehend the consequences of their decisions on everyone in the company. It also means that the leader can look beyond to inspire, encourage and strategies in ways that will motivate employees at all levels.The COVID-19 pandemic highlighted the role empathy plays in an organisation. It emphasised the importance of compassionate leadership and showed how building open and sincere relationships between managers and their reports directly impact workplace culture. Compassionate leadership creates a psychologically safe workplace where employees are not afraid to discuss difficult topics.Related: Why should someone be led by you?8. Demonstrate integrityA leader with integrity draws on their values to guide their decisions, behaviour and dealings with others. They have clear convictions about what is right and wrong and are respected for being genuine, principled, ethical and consistent. They have a strong sense of character, keep their promises, and communicate openly, honestly and directly with others. 9. Act objectivelyA successful team leader is an objective leader who can understand various points of an argument or discussion while reaching goal-oriented solutions. Objective leaders can also access external factors to reach fair decisions that sit well with the whole team. Team members will also know that decisions are fair and just rather than based on preferences or other factors.Related: How to manage a remote team effectively10. Lead by exampleAs a leader, the best way to build credibility and gain the respect of others is to set exemplary examples. Demonstrate the behaviour that you want people to follow. If you demand a lot from your team, you should also be willing to set high standards for yourself. Aligning your words and actions will help build trust and make your team more inclined to follow your example.11. Share their visionHaving a strong company vision and effectively communicating that vision can help employee engagement remain high and drive the organisation forward. A leader with a vision clearly knows where they want to go, how to get there, and what success looks like.Be sure to articulate your vision clearly and passionately, ensuring your team understands how their efforts contribute to higher-level goals. Working toward your vision with persistence, tenacity, and enthusiasm will inspire others to do the same.Share your vision early and often, and set clear team goals that support this. If team members approach you for advice, give your input and don't be afraid to make the hard decisions. The more decisive and transparent you are, the easier it is for employees to contribute to your vision.A good team leader possesses a combination of qualities, such as effective communication skills, strong ethics, empathy, technical expertise, and the ability to inspire employees. They create a positive work environment, maintain team morale, and establish healthy working relationships with their team members.Developing leadership skills involves ongoing learning, self-awareness, and a growth mindset. You can improve by seeking formal training, learning from other team leaders, and continuously working on emotional intelligence, problem-solving, and organisational skills. Engaging in honest feedback and actively working on your weaknesses will also help you grow as a leader.A team leader can contribute to a positive work environment by acknowledging and appreciating team members' contributions, demonstrating a positive attitude, providing clear direction, and creating open lines of communication. They should also ensure that team members feel supported and heard, which will lead to stronger relationships and employee engagement.A team leader plays a crucial role in fostering team dynamics by understanding the strengths and weaknesses of each team member, delegating tasks effectively, and managing emerging conflicts. They should also promote collaboration and ensure that everyone is on the same page to accomplish the team's goals.Communication is one of the most essential team leadership skills, as it helps leaders convey their vision, provide feedback, and ensure that team members understand their roles and responsibilities. Good communication skills also enable leaders to listen actively, ask intelligent questions, and make informed decisions based on team members' input.While some people may have a natural aptitude for leadership, most leadership skills can be learned and honed over time. With a commitment to learning and an ongoing desire to improve, anyone can develop the qualities needed to become a good team leader.A team leader can lead by example by demonstrating the behaviour they expect from their team members, aligning their words with their actions, and maintaining a high standard of ethics and professionalism. This approach helps build trust and credibility with the team and makes team members more inclined to follow the leaders' guidance.Emotional intelligence is one of the most vital team leadership qualities, as it allows leaders to understand and manage their own emotions and those of their team members. This understanding helps leaders navigate complex team dynamics, make informed decisions, and build stronger relationships with their team members.While technical expertise is not the only factor that determines a leader's effectiveness, it does play a role in their ability to understand the tasks and challenges their team faces. A strong understanding of the relevant business processes and technical skills can help a team leader provide direction, make informed decisions, and better support their team members.A team leader can encourage growth and innovation by promoting a culture of learning and experimentation, fostering a growth mindset, and providing opportunities for team members to develop new skills. They should also be open to new ideas, support calculated risk-taking, and celebrate both successes and learning experiences from failures.Our survey report covers career insights that talent leaders and hiring professionals need to know to attract and retain talent. This survey report findings are based on responses from 12,940 job seekers, employees and employers across Asia Pacific, of which 2,284 are from Australia. Download our report or use our interactive online tool to gain deeper, up-to-date insights into the current talent market. Have you ever wondered what sets apart a good team leader from the rest? Well, you're in the right place to find out! We're going to unravel the essential characteristics of a team leader that make them stand out. Leadership isn't just about giving orders; it's about inspiring, guiding, and bringing out the best in people. We'll look at the core qualities of a good team leader – those traits that foster a positive and productive work environment.From communication skills to empathy, each trait plays a crucial role in building a successful team. We'll not only highlight the best team leader qualities but also give you insights into why these traits are so important. Whether you're looking to improve your own leadership skills or trying to identify a good leader for your team, understanding these 10 leader characteristics is key!What Makes A Good Team Leader?Have you ever wondered how big-time billionaires like Bill Gates and Elon Musk handle running such huge businesses and teams? What's their secret to being such effective leaders? It's all about having the right traits of a team leader.See, leading a massive company isn't just about making big decisions. It's about the best attributes of a leader that make everyone around them want to do better. They have this amazing ability to see where they want to go and get everyone excited to go there with them. Even when things get tough, they keep their teams focused. It's all about making sure everyone's heard and knows what's going on.So, what they have isn't just for the ultra-rich and famous. These are qualities any of us can work on. Just think about it: maybe with a bit of practice and a lot of determination, we could all lead like the big names in the business. Cool, right?10 Qualities Of A Good Team LeaderSo, you've decided it's time to either step up as the best team leader for your team or spot the perfect person for the role. You're not just looking for one or two good attributes; you're after the complete package – a leader who embodies all the best traits to foster a positive work environment. Let's have a look at the essential qualities of a team leader.#1 They See Beyond TodayThe vision of a leader is like a roadmap for the team. It's one of the critical characteristics of a team leader. They don't just focus on the day-to-day tasks but also on where the team is heading in the long run. This foresight involves anticipating future trends, preparing for challenges, and setting clear goals. A leader with a strong vision can inspire and guide their team effectively, making it one of the best team leader qualities.#2 They Speak and InspireEffective communication is more than just talking; it's about clarity, listening, and mutual understanding. Leaders who excel in communication can articulate their vision, listen to feedback, and make each team member feel heard and valued. This skill is essential in ensuring everyone is aligned and working towards the same goals, making it a top trait of a good team leader.#3 They Understand and RelateEmpathy in leadership means understanding and sharing the feelings of your team. It's about being approachable and sensitive to the needs and concerns of team members. This trait helps in building strong relationships, fostering a supportive atmosphere, and enhancing team collaboration. Empathy is undoubtedly one of the good team leader qualities, as it encourages a more harmonious and productive work environment.#4 They Make the Tough CallsA decisive leader is able to make important decisions swiftly and confidently. This involves weighing the pros and cons, considering the team's input, and choosing the best course of action. Decisiveness prevents stagnation and keeps the team moving forward, making it a crucial leadership characteristic.#5 They Shift with the TimesAdaptability is a must-have trait for any leader. This means being flexible in your approach and being willing to modify plans as circumstances change. Leaders who are adaptable can lead their teams through uncertainties and transitions smoothly, a quality that ranks high among the best attributes of a leader.#6 They're True to Their WordIntegrity involves being honest, ethical, and principled. Leaders who demonstrate integrity are trusted and respected by their team. They set a positive example and create an ethical work environment. Integrity is a fundamental good team leader quality, as it builds a foundation of trust that is essential for effective teamwork and leadership.#7 They Drive the Team ForwardA leader's ability to motivate is key to driving the team members towards achieving their goals. This involves understanding what inspires each team member and using this knowledge to encourage high performance and engagement. A motivated team is more productive and committed, making motivation one of the best team leader qualities.#8 They Turn Tension into HarmonyConflict resolution is a vital skill for any team leader. It involves identifying the root cause of conflicts, mediating between conflicting parties, and finding a solution that is acceptable to all. Effective conflict resolution maintains team harmony and productivity and is a significant trait of a good team leader.#9 They Stand by Their DecisionsAccountability in leadership means taking responsibility for your actions and decisions and being answerable to your team. It also involves holding team members accountable for their actions. This transparency and responsibility foster a culture of trust and respect, making accountability a key leadership characteristic.#10 They Never Stop LearningA great leader is always learning and evolving. They stay up-to-date on industry trends, and new leadership strategies, and encourage their team to engage in continuous learning. This commitment to personal and professional growth is crucial for staying relevant and effective, ranking it high among the best attributes of a leader.What Team Leaders DON'T DOWe took a look at the 10 best attributes of a leader, but what are the things a great team leader never does?They DON'T Play FavoritesA crucial aspect of fairness in leadership is avoiding favoritism. Good team leaders understand that playing favourites can demoralise other team members, create rifts, and foster an unhealthy work environment. They strive to treat everyone equally, rewarding based on merit and performance. They DON'T Disregard Work-Life BalanceRecognising the importance of work-life balance is an essential quality of a good team leader. They don't expect their team to be always on or to sacrifice personal time regularly for work. Instead, they promote a healthy balance, understanding that well-rested and well-rounded individuals are more productive and engaged. They DON'T Stop Appreciating EffortsEffective leaders never take their team's hard work for granted. They understand the power of appreciation and don't neglect to acknowledge and celebrate their team's achievements. Regular recognition of efforts and successes boosts morale and motivation, making it one of the best team leader qualities. They DON'T Overlook Team InputA key trait of a good team leader is valuing the team's insights and suggestions. These leaders don't make decisions in isolation or disregard the opinions of their team members. They encourage open dialogue, welcome diverse perspectives, and involve the team in decision-making processes. They DON'T MicromanageGood team leaders know that micromanaging is counterproductive. Rather than constantly overseeing every small detail, they trust their team members to handle their tasks. This trust is one of the qualities of a good team leader, fostering a sense of autonomy and responsibility among team members. They DON'T Ignore Personal DevelopmentGreat leaders never overlook the importance of personal and professional growth – both for themselves and their team. One of the key leadership characteristics is being a lifelong learner. This is how a great team is formed and a remarkable leader is found. By embracing the essential characteristics of a team leader and continuously developing the qualities of a good team leader, anyone can evolve into a leader who not only excels but is also appreciated. If you find yourself lacking in any area, remember, it's never too late to grow and improve. If you're looking to enhance the qualities of a good team leader within your organisation, Leadership Dynamics is here to help. Get in touch with us for top-tier leadership coaching and let us help you mould leaders that your team will always remember and value. Just the word leader is enough to conjure images of success: leaders like New Zealand's Prime Minister, Jacinda Aderm, civil rights movement leader, Martin Luther King, Jr., and Tesla Motors founder, Elon Musk. Not only do they lead effectively in extremely challenging circumstances, but they are (mostly) universally appreciated. What did they do on their journey through life to become great leaders? Of course, not every leader is successful – we can all think of a manager who exhibited traits of negative leadership. But is knowing the differences between a good leader and bad leadership enough to become successful leaders? To lead requires a broad range of skills – the good news is that leadership qualities can all be learned. This article highlights those skills you might already have, alongside some shortcomings that you can address on your way to successful leadership. 1. Leadership is not all about you The principal role of a leader is to enable and empower a team to achieve both collective and individual goals. It can involve delegation, instruction and training, but at the heart of it all is a desire to serve. Effective leaders align with Servant Leadership principles that focus on developing teams. These principles span from in-depth personal development programs to the simplicity of understanding how your team members like to be rewarded. Servant Leadership is less about handing over authority and more about empowering others to succeed. Dr Andrea North-Samardzic is the Course Director of Deakin University's Master of Leadership. While she recommends the qualities of Servant Leadership, Dr North-Samardzic warns against locking yourself into any one style of leadership. Being able to be flexible and adaptive is increasingly needed rather than simply putting a badge on yourself because sometimes you need to be a manager more than a leader. "A good leader is a person who knows when to turn it on and when to turn it off," declares Dr North-Samardzic. If you are embracing your servant leader side, it's essential to seek feedback from your team. Honest feedback can be a frightening process – many leaders don't ask because they don't want to know the answer! But it's the issues raised when asking for feedback from the team that provides a roadmap for successful leadership. Resolve these issues, and you will have more engaged staff who feel that their contribution is valued. 2. Honesty, integrity and humility Integrity and honesty are critical characteristics of a good leader, and both appear to be critically lacking. In a US survey, half of all employees reported that their bosses are liars who take credit for anything good that happens. These leaders didn't give credit where it was due, failed in keeping promises, and blamed others as a way to cover up their mistakes. As a result, workers weren't satisfied with their jobs, were less likely to take on additional tasks and were more likely to leave. Would you consider a sports referee to be a leader? They have authority, they help teams achieve an outcome (whether it's a positive or negative outcome depending on which team you support!), and they are nothing without integrity and honesty. Referees and umpires are also experts in humility – the quality of being humble. NRL referees have adopted core values and behaviours that include identifying strengths and weaknesses, working towards self-improvement and acknowledging that no individual is more important than the group. While referees display many qualities of a leader, they lack two key elements of positive leadership – compassion and empathy. Referees need to make cold hard decisions and can't afford to take into account the personal feelings of players. A successful team leader, on the other hand, can achieve better outcomes by approaching conflict with compassion and empathy. Compassion is defined as the motivation to help others with their physical, mental or emotional pains, while empathy is the ability to recognise the emotions of another. In short, if you are aware of how someone in your team is feeling, and you use that awareness to help them, you are leading with compassion and empathy. It's been shown that even if you experience a passing feeling of empathy for a team member, that can be enough to break your focus on our own emotions. Use this moment to focus your attention on that team-member and help them achieve a shared goal. 3. Hold your team (and yourself) accountable Away from the sports field, coaching is a critical skill in leadership that gives you the ability to hold your team (and yourself) accountable without shaming anybody. Using methods like the GROW model you can work with an individual or a team to give them ownership of a goal while making sure you're all aware of the current realities and obstacles. However, the most important step is to look at the way forward where you must ask the person you're coaching – how committed are you? Knowing that answer in advance will make accountability easier to achieve. Dr Andrea North-Samardzic points out that, in addition to their team, successful leaders also hold themselves accountable as a key leadership quality. "For effective leadership, you have to engage in self-reflection. If you can self-diagnose what your weaknesses are, what your challenges are before someone else tells you then you're in an amazing position." According to Dr North-Samardzic, the need for self-reflection in Australian corporate leadership has been revealed during the parliamentary review of the four major banks. "The CEO of NAB shifted away from a customer focus twenty years ago. How could you not see problems developing over two decades? With the Master of Leadership, we're forcing you to be self-reflective, so you'll be able to see those problems coming a mile off." 4. Good leaders make a decisive commitment to a vision A commitment to a vision drives all great leaders. It's more than a goal, and it's different from a corporate mission statement. Positive change often comes from a leader articulating a vision of abundance – with an upbeat future, successful outcomes and a legacy that people care about. But before leaders can inspire others with their vision, they must develop it, define it and be committed to it. It becomes the touchstone against which all decisions and actions are defined. To be a confident, effective leader, you must be a capable decision maker. This doesn't simply mean you can make a decision – you need to be proficient. Former Prime Minister Tony Abbott was criticised for his captain's picks, most notably his decision to re-introduce Dames and Knights by knightng Prince Phillip. A capable decision maker uses a decision-making process that considers the expectations of key stakeholders. They make rational choices that fairly evaluate the probability of good or bad outcomes. 5. Know thy self and believe in thy self As one of the first behavioural scientists, Erich Fromm declared in 1939, "Hatred against oneself is inseparable from hatred against others." Daniel Goleman backed this up in 1998 with his research into emotional intelligence which found that our knowledge about ourselves is essential to improving our management skills. Only when we accept the strengths and weaknesses in ourselves can we genuinely accept the same in our team. The challenge is to be brave enough to embark on a journey of self-knowledge. Self-Confidence is a personality trait that is essential in leadership, and it comes from many sources. Education, previous experience and position authority can all lead to increased self-confidence. They can also lead to excessive self-confidence which may result in arrogant, autocratic and intolerant leadership. Confidence built through skill development helps to avoid these issues. When combined with self-knowledge, skill development can address gaps in knowledge to increase self-confidence in a measured way that results in more effective leadership. 6. Successful team leaders speak well and listen better Warren Buffet regularly tells MBA students that their degree will give them an edge, but it's public speaking skills that will put them ahead of their competitors. To be an effective leader, you must be an articulate speaker – an ability which few are born with, but everybody can learn. Always prepare what you are going to say, whether your audience is 1000, or just one. It also helps to be a keen listener. Great leaders can make you feel like the most important person in the room because they are present in the moment and they go beyond listening to really hear you. Seeking and listening to feedback from the team is a powerful way to cultivate self-esteem in yourself and the team. Some experts see self-esteem as an individual's self-rating of their social inclusion. By listening you can cultivate self-esteem in your team, leading to greater resilience in your team members. While this outcome can boost your self-esteem as a leader, it's also important to take care of yourself and seek feedback from mentors and individuals you trust outside of your team. 7. Achieve goals in good time Effective leaders are goal-driven with strong time management abilities. They usually weave the two together into one harmonious process that is a marvel to observe. Never do they pause to think through the meanings of each letter in a SMART goal, because every goal they set is specific, measurable, agreed, realistic and time-framed. If you're regularly surprised by reminders from your calendar, it might be time to review your relationship to time management. In management, it can be a constant challenge to keep the big picture in mind while focusing on priorities. The tools that we use to help us focus can sometimes be the greatest distraction. Many get so caught up in the measures of Balanced Score Cards and other goal setting systems that they lose sight of their destination. Leaders must be disciplined about focus and priorities to enable their teams, and themselves to achieve their goals. 8. Successful leaders master stress management Has anything good ever come from the question "Can I see you in my office for a moment?" This sentence can bring out the fight/flight mechanism in your chosen team member, which most of us know of, but few understand. Polyvagal Theory (also see video) explains the three elements of our nervous system, or stress management system, known as fight, flight or shutdown. Think of a gazelle who encounters a lioness. Fight is not an option, so it leaps into flight. Unfortunately, the lioness catches it, and as the lioness's teeth close around the gazelle's neck, it goes limp – shutdown. If the lioness gets distracted, the flight response kicks back in, the gazelle comes back to life and is off again. With an understanding of stress management, you'll be able to recognise situations that invoke the fight/flight mechanism in your team. With this knowledge, you can take preventative action, arrange training or adjust workflows for improved stress management. Many leaders talk about their daily meditation routine which they kicked off after a health scare for their stress management. It's not uncommon for leaders to put work as their priority, then maybe family and friends in the second position, while care for themselves ranks third – or even lower. To be successful, leaders must take time for self-care and personal wellbeing. It is possible to do this before your mental or physical health suffers. The best part about self-care is that it usually makes you more pleasant to be around as well, so your team will thank you in more ways than one. Closely linked to self-care is the importance of support from your community. It can be lonely when you're the decision maker, motivator and goal setter. Support may be available within your organisation from other managers or senior leaders – if it isn't, consider establishing your board of advisors. From former colleagues, classmates and lecturers you can create a community of support that's just a phone call away. If these people aren't available to you, consider a professional mentor or business coach. 9. Avoid dysfunctions and reward excellence An essential characteristic of a successful team leader is an understanding of 'The 5 Dysfunctions of a Team'. Patrick Lencioni identified these qualities which can often be found in individuals but can also affect an entire team. One of the most challenging is 'Fear of Conflict' which leaves issues unaddressed to fester, or even worse to damage business performance and put individuals at risk. Successful leaders can identify any of the five dysfunctions early on, so they can take action to improve the performance of their team. If a team member displays excellence and nobody notices, it is likely to be repeated? Wise leaders know how to nurture excellence. They reward the right behaviour, and they call out the wrong behaviour – consistency is the key. You must also be capable of seeing the best in people, which isn't always easy – not because they are necessarily bad – but because of the high demands placed on leaders on a daily basis. It takes almost every other quality listed here, working in combination, to ensure you can see the best in people and nurture excellence. 10. Good leaders are lifelong learners Many organisations have embraced Total Quality Management and other continuous improvement programs – particularly legacy brands that don't want to be disrupted. They've learned from seeing successful companies like Kodak lose out to digital photography, and Nokia usurped by the smartphone. Leaders can adopt this continuous improvement thinking by becoming a lifelong learner. Top CEOs like Richard Branson, Arianna Huffington and Bill Gates have reading lists that are studied by people who hope to follow in their footsteps. University degrees can be completed online, in your own time, to keep your knowledge up-to-date and focus on the areas you need to improve. To be a successful team leader takes a lot more than promotion and a bit of charm. Leadership qualities encompass a broad range of skills which few of us have inherently, but all of us can learn. Deakin University's Master of Leadership enables you to fill those skill gaps while recognizing the skills you have already gained in your work experience. Dr North-Samardzic says it's also a great way to network and start building your personal advisory board and community of support. "The fact that you're working with people who are in similar stages in their career, perhaps encountering the same leadership problems or concerns – it makes the peer learning environment really valuable," adds Dr North-Samardzic. The Master of Leadership at Deakin is a 100% online course that lets you study at a time and place that suits you, while you continue your career. Not everyone is equipped to be a leader in the business world. Leadership requires certain personality traits that only a number of people have. Managing different teams, minimizing conflicts, handling direct reports, motivating workers, and ensuring KPIs are met are only a few of the many leadership skills. Due to global competition and market conditions, many organizations have struggled to compete. Those who survived did so because of their leadership teams' determination and collaborative skills. These skills are used to help an organization mitigate external disruptions, strengthen internal relationships, and ensure financial success. Read ahead for the top 10 characteristics of a collaborative leadership style. What does collaborative leadership look like? A collaborative leadership style is used by managers and executives who understand the value of building a collaborative environment for business success. Individuals with these qualities can foster communication between different teams and be patient enough to handle the challenges that transpire as a result of them. It's essential for companies to employ collaborative leaders to streamline group projects, maximize resources, share information properly, and achieve key objectives. Though collaborative leaders have different skill sets and characteristics, they all tend to have the following attributes - Leadership development requires an inherent need to cultivate success in whichever environment worked in. They use their status and influence to seek motivated individuals who are then trained by the leader to create financial value for the company. A collaborative leader understands the motivations of each business unit, team member, and the company. Those with a leadership role can capitalize on these motivations to provide the best results for the organization as a whole. A collaborative leader knows that he/she cannot completely control every situation within the organization. While it's critical to train employees properly to ensure they follow protocols, it's impossible to make them do what they are supposed to do. Instead, effective leaders inspire employees to achieve their goals by encouraging and motivating employees. Teams work because good leaders don't micromanage them. Leaders often recognize that this managing style has the opposite effect required to achieve business success. An effective collaborative leader must have skills and talents that are useful across different business units and situations. These include managing customer relationships, handling various stakeholders, employing strategic planning, performing in-depth analysis, and encouraging workers to meet performance objectives. The purpose of collaborative leadership is to eliminate communication barriers to optimize relationships between departments, managers, and customers. A good leader knows how to build trust and minimize conflict amongst team members to ensure the best outcome. It's not enough to focus on weekly reports or statistics, but to understand each staff member on an individual basis. It requires interpersonal relationship skills and a certain amount of power to manage cross-functional teams. Good leaders want their team members to move beyond their designated goals and advance in their careers. They foster an environment that values job security and incentives for hard work, which motivates employees to share new ideas and take risks. As a result of sharing the best ideas and capitalizing on each person's strength, morale improves. There is also greater creativity and business growth throughout the organization. Because a collaborative leader interacts with different units across a business, he/she understands the various needs and outcomes for each functional area. This is particularly true in regards to key objectives, cultural barriers, and other communication bottlenecks that might impact productivity. It's impossible to create a culture that values transparency when information is withheld from team members. While it's not possible to share every piece of information with everyone, good team leaders know how valuable honest communication is. Collaborative leaders continuously process and deliver business data through different teams to optimize problem-solving and encourage flexibility. When employees are encouraged to share different perspectives, it often generates conflict between departments. A collaborative leader recognizes that healthy conflict is essential for an organization to learn and improve upon processes. Good leaders also know that there is a difference between healthy conflict and ineffective squabbles that don't contribute to problem-solving and better decision-making. A collaborative leader recognizes a concern from the perspective of each sector of an organization. Cross-functional concerns are effectively managed by a good leader as he/she has the capacity and knowledge to recognize how different people may view the same problem. This skillset is essential for maintaining good relationships across business units and minimizing any conflict that could interfere with problem-solving. Effective leaders understand that maintaining relationships across sectors is essential for collaboration. They do not burn bridges with those they disagree with, but find common ground to meet key goals. These individuals tend to advance quickly in their careers and know how to implement effective teams for a company. In times of crisis, a good leader is diplomatic and willing to give up power in lieu of a team effort. In conclusion, here are the 10 characteristics of a collaborative leadership style A collaborative leader understands different motives across various sectors of an organization. Leaders need to not micromanage as it tends to stifle creativity and decrease productivity. A good leader develops a wide range of skills and is able to build cross-functional teams that can collaborate on key tasks.A collaborative leader encourages risk taking and career advancement. He/she is also empathetic to other sectors' needs and is able to help people work together to solve problems. An effective leader also values transparency and understands that good relationships are built on trust.An effective leader recognizes that conflict occurs when people across sectors share different perspectives. He/she also has a well-rounded number of skills across different business functions. Finally, leaders must make sure to build strong networks and not build bridges.