

THE BEST LEADERS EVANGELIST FOR THE VISION

- Very bright--get to core issues quickly
- Creative & visionary & inspirational
- Open to new ideas
- Willing to take risks
- High level of drive & desire to achieve excellence
- Confident but realistic
- Enthusiastic & passionate--love their work & their product
- Can sell ideas, influence & negotiate
- Make good first impression
- Enjoy positions of influence

THE BEST LEADERS BUILDER OF ALIGNMENT & TEAMS

- Develop loyalty by investing in relationships
- Sociable, warm & approachable
- Read people & situations accurately
- Put group interest ahead of self-interest
- Balance emphasis on people & results
- Trusted & credible--strong values, high integrity, conscientious
- Open & forthright--no hidden agendas
- Teambuilder--emphasize cooperation & alignment
- Liberal with praise & encouragement
- Empowering style

THE BEST LEADERS Managers of Execution

- Work hard & model determination
- Disciplined & focused--clear goals & priorities
- Keep it simple
- Make firm, clear cut decisions
- Avoid perfectionism
- Keep others informed
- Willing to be flexible
- Feel bound to meet commitments

CEOs *WHERE THEY EXCEL*

- Risk takers
- Analytical ability
- Focused on goals
- Need to achieve excellence
- Energetic
- Strong values but flexible
- Calm under stress & emotionally resilient
- Persuasive & influencing skills
- Social confidence
- Forceful & assertive
- Take charge
- Inspire
- Have vision