



LEADERSHIP COMPETENCIES

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Leader and Leadership is something always talked about and remembered



3'C framework

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LEADERSHIP CONTEXT



Why your Leader is your Leader ?



Common qualities of Your Leader

- Activity: Please list the major common qualities you (collectively as a group) see in these persons as a leader.
- Share on plenary
- Time: 5 min to list and 5 min to share among groups.



Leadership: A Metaphor

- Metaphor helps us to 'see' things in a different way
- Metaphor invites us to see the similarities but ignore the differences





FoR (Frame of Reference)

- Held beliefs:
 - Emotional or affective colouring
- Expression of loyalty
 - Social or Interpersonal colouring
- Implicit or explicit ethical dimension
 - Moral colouring
- Your Knowledge/Understanding about subject
 - Competency coloring
- Political and Cultural Influence
 - Motivational coloring



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Context: Re-orientation



Nepal Police: Role Re-orientation



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One Major role



Leadership Context: Re-orientation

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□ Policy mastery

Indo-Nepali relations have always **swung between harmony and conflict albeit without erupting into full-scale disputes**, wherein India has already imposed unofficial economic blockades three times in the past 67 years in order to maintain its political leverage. It has often supported anti-government campaigns in Nepal like the Maoist movement or the recent 'Madhesh Movement', whenever India has felt a threat to its hegemony.

Source: my Republica, September 6, 2016 By: [Madan Shahi](#)
(Strong army, strong Nepal)



Leadership Context: Re-orientation

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□ Leadership style and philosophy: Egalitarian Vs Authoritarian

A highly trained military requires smart and well educated soldiers. Simply ordering people to do things **"because I said so"** may work in the short run, but in the long run this approach will fail. This is also true because police leaders in general has to **interact with civilians, non-government agencies**, and a host of other formal and informal groups to achieve their objectives.



Leadership Context: Re-orientation

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□ Transformational Vs Transactional leadership

The transformational leader **empowers subordinates** to achieve the organization's goals. They see **developing and growing others** as more important than **micromanaging** schedules, doling out rewards and punishments, and enforcing standards.



Transaction and Transformation

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Leadership Context: Re-orientation

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□ Culturally savvy

To win hearts and minds, and to prevent conflict and civil wars instead of fighting them, they must **become skillful at understanding the culture** in which they are deployed, and adept at working with people from diverse backgrounds, religions, and cultural practices



Leadership Context: Re-orientation

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□ Lead SMARTLY

Knowing how to harness the power of information technology, command and control systems, social media, communication systems, weapons within and outside



Leadership Context: Re-orientation

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□ Rule of Engagement

Successful security operations minimize killing or being killed. Knowing how to leverage power to achieve objectives without injuring or killing others is crucial to long term, strategic success



Leadership Context: Re-orientation

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□ Cooperation is Key

Leader must be skillful at **working with other government and non-government agencies** to accomplish their mission

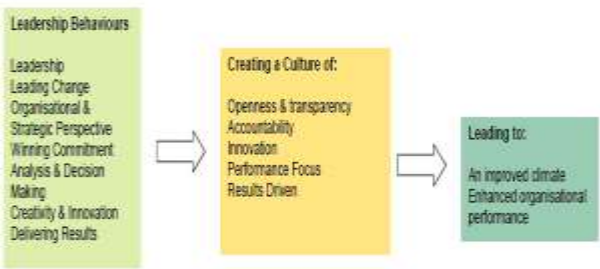


21 NA: LEADERSHIP COMPETENCY

After Break we work in a team
 Time to draw competencies: 40 Min
 Presentation: 10 Min each group



22 Leadership Competency Framework will Support Change



Competency Framework: Format

Competencies Area	Competency
Delivering Results	Adaptability
	Initiative
	Teamwork
	Interactive Communication



24 LEADERSHIP CONSIDERATIONS



Leadership Issues

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- Too many **subordinates execute** their daily tasks **without ever receiving clear standards of performance**, then are disheartened to discover an **underwhelming evaluation report** at the end of the year.



Leadership Issues

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- No clear **performance expectations**
- Stifling the **trust of high performers** by failing to **hold low performers accountable**
- **Focus** on Core
- Leave a **comment below**



Leadership Issues

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A Leader is a Learner of

- People
- Situation
- Possibilities

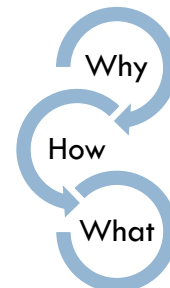
...and DEALER of **HOPE** !



Leadership Issues

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Fail to THINK, ACT and Communicate





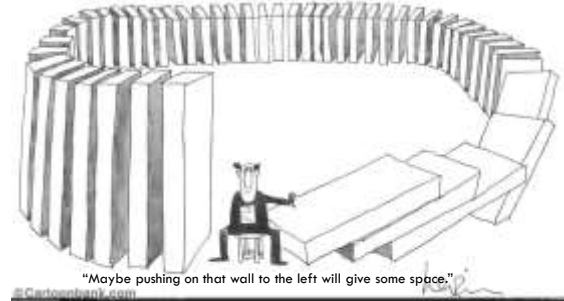
Leadership Issues

Integrity as Foundation



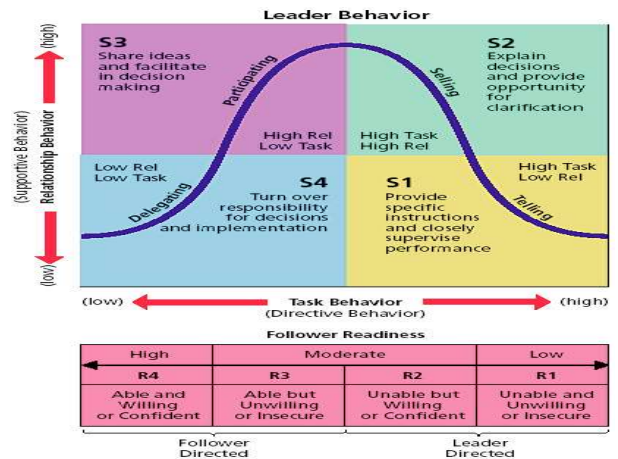
Leadership Issues

System Thinking is crucial



Leadership Issues

- Leadership as **service**
- Every leader has **customers**
- Understand when people value your leadership practices, they in effect **buy your leadership**
- Combination of **“Mun” and Moral Power**
- Beyond the call of duty (**Little Extra**) – Full time Job





Closing the Loop: 5 and 3 Cs of basic and optimal qualities of a leader

Basic

- Clean
- Common sense
- Consistent
- Communication
- Compliant

Optimal

- Competence
- Confidence
- Connectivity

Source: Presentation By: Dr. Bhagawan Kairala



Final thought contd...

- Like carbon to the diamond, **character** is the basic quality of the leader. . . . But as carbon alone does not create a diamond, neither can character alone create a leader.



Final thought contd...

The diamond needs heat. Man needs **knowledge**, study and preparation. . . . The third property, pressure—acting in conjunction with carbon and heat—forms the diamond.

Similarly, one's character attended by knowledge, blooms through **application** to produce a leader“.

- GEN Edward C. Meyer



Thank you

Do not wait on a leader...
look in the mirror,
its you!

Leaders become great, not because of their power, but because of their ability to empower others.

—John Maxwell

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