

---

## The GSE Diamonds

---



### THE PROFILE OF A GOOD LEADER

Has good communication skills in particular good listening

Motivates people through positive energy

Believes in me and gives space to play and act

Is supportive and encouraging

Who coaches and mentors - someone to learn from

Is generous (with their time, with their knowledge)

Understands when to reach out to help and when to leave alone

Creates an enabling environment

Supports staff, and backs up/ defends when necessary

Has an attitude of sharing a vision of a better future

Is neutral (does not take sides in conflicts) – honest and acknowledging  
– giving credit where credit is due

Has good delegation skills

Is results-focused and decisive

Understands needs and has skills to accommodate and drive objectives

Leads by example

Who creates leaders (ie. supports others to become leaders)

# The 5 Diamonds - Mandatory



Promote diversity in management

40% women, 40% men;  
20% diversity/ social inclusion

Equal pay for all genders

Work is equally respected and remunerated for all based on function

“Family-friendly” working environment

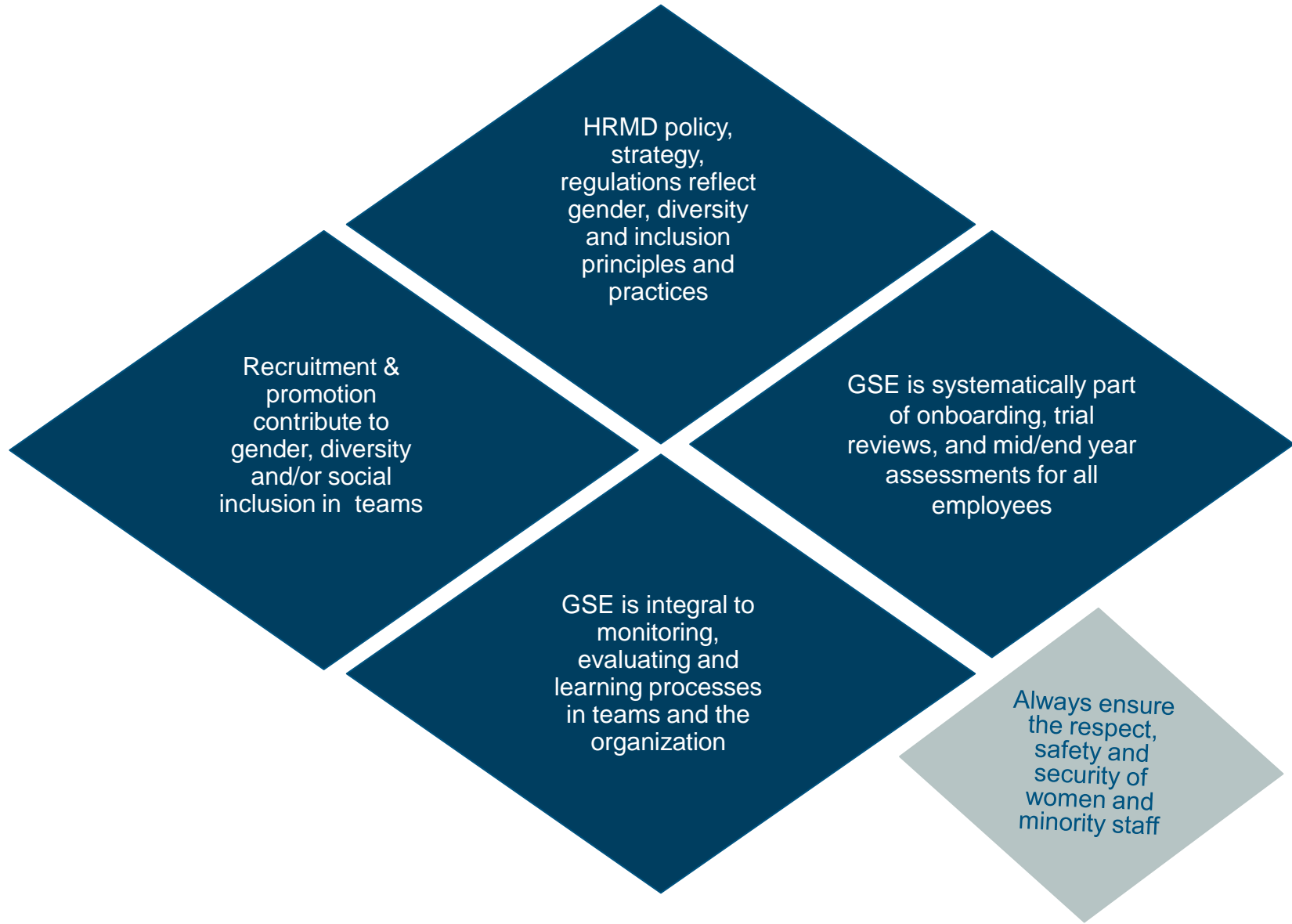
Every country team defines what is meant and puts this in place

Build young talent – especially among women & minorities

Through internships and JPO positions

Inclusive Leadership

Learning and coaching opportunities for current and future leaders in the organization



# What Next?



- Discuss with your teams
- Agree on program and/or project level goals
- Implement actions
- Monitor, exchange, learn, document (in progress and annual reports in the GSE and/or Human Resource management sections)
- Jointly review and update as you reach your milestones

For more, click [HERE](#), or contact your respective HR and/or GSE focal person/s

