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)

Inclusive Leader self-assessment

The GSE Diamonds

Developed during a Leadership Workshop in Sri Lanka by HELVETAS staff
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 renumerated 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 IPO positions

Inclusive Leadership
- Learning and coaching opportunities for current and future leaders in the organization
Additional value

HRMD policy, strategy, regulations reflect gender, diversity and inclusion principles and practices.

Recruitment & promotion contribute to gender, diversity and/or social inclusion in teams.

GSE is systematically part of onboarding, trial reviews, and mid/end year assessments for all employees.

GSE is integral to monitoring, evaluating and learning processes in teams and the organization.

Always ensure the respect, safety and security of women and minority staff.
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