



The Five Characteristics of Effective Leaders

In an environment where the public has lost confidence in nonprofit organizations, it is absolutely essential for the senior team, and the organization as a whole, to take the issue of leadership seriously.

As John Maxwell reminds us, “With good leaders, everything improves. Leaders are lifters. They push the thinking of their teammates beyond old boundaries of creativity. They elevate others’ performance, making them better than they’ve ever been before. They improve their confidence in themselves and each other. And they raise the expectations of everyone in the organization.”

America could not function without nonprofit organizations. But many of these organizations need to rethink the way they organize themselves and the way they work. Part of this “rethinking” means assessing the organization and operations from top to bottom, and finding ways to measure impact and effectiveness. And this assessment must be a high priority for institutional leaders.

One book that provides a research-based approach to leadership in organizations is James M. Kouzes and Barry Z. Posner’s *Encourage the Heart*. What they found was that when extraordinary things get done in organizations, the leaders:

- Challenge the process
- Inspire a shared vision
- Enable others to grow
- Model the way
- Encourage the heart

Straight Path Management can help you understand different leadership styles and implement a team-based approach that will lead to increased motivation and greater productivity. If your organization is not achieving the kinds of outcomes that it desires, contact us to discuss our *Leadership Diagnostic*.

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Pathfinder is a monthly briefing that highlights important issues impacting nonprofit organizations. It is published by **Straight Path Management**, a consulting firm that equips nonprofit and faith-based organizations to make a difference in the world.

