

Leadership 2.0: Core and Adaptive Leadership Skills

In their book *Leadership 2.0*, Bradberry and Greaves define **Core Leadership Skills** as the key skills that are needed to become an effective leader. They define **Adaptive Leadership Skills** as the skills that set great leaders apart. Effective leaders should have skills from both categories. Bradberry and Greaves' list of essential skills is below.

Core Leadership Skills

Decision-Making: Weighing all your options and seeking input from others who might be more knowledgeable.

Mobilizing Others: The ability to move and motivate a whole organization.

Vision: Understanding your mission, values, and shared goals and knowing how to help others in your organization identify them.

Agility: Being able to adapt to your surroundings.

Results Focus: Knowing what success looks like and staying focused to achieve that success.

Acumen: Having a thorough understanding of the issues affecting your field.

Planning: Setting appropriate and achievable goals.

Communication: Fostering an open environment for team members to provide input and feel heard.

Courage to Lead: Standing up in the face of adversity.

Risk-Taking: Choosing deliberate and strategic risks, but knowing your boundaries.

Adaptive Leadership Skills

Decision Fairness: Making fair decisions while understanding that fairness is subjective.

Information-Sharing: Choosing to be as transparent as possible with team members.

Outcomes Concern: Understanding and respecting how decisions and outcomes impact and affect others.

Lifelong Learning: Always learning more.

Developing Others: Helping others to grow and develop.

Self-Awareness: Being tuned into your own emotions.

Self-Management: Managing your own behavior in a positive and productive manner.

Social Awareness: Being tuned into other people's emotions and behaviors.

Relationship Management: Successfully managing and facilitating interactions among team members.

Integrity: Choosing to put your values and ethics into action.

Credibility: Being reliable and trustworthy.

Appreciates Differences: Having the ability to understand that everyone has different values and can contribute in unique ways to achieve optimum results.

Adapted from Use Adaptive Leadership Skills to Become a Great Leader [Blog post], Schenck SC (2017). Available from <https://www.schencksc.com/education-center/articles/adaptive-leadership-skills>

