



Which leader are you?

3 functions for leadership, linking
with strategic goals



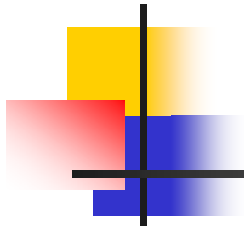
3 hats for leadership

- Responsible leader
- Effective leader
- Psychological leader

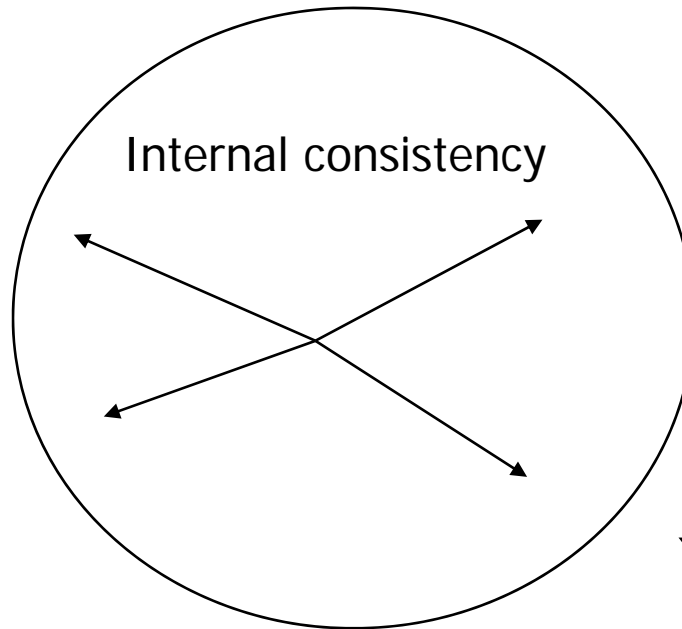


Responsible leader

- Important role in the field of reflexion
- 3 criteria of personal power
- Vouches for internal consistency
- In relation to existence and legitimacy of the library



pressions



Marielle de Miribel, Médiadix,
France



Effective leader

- The expert in strategic scanning
- Prescribes a method
- Important part in the field of technical tasks and hand-turns
- In connection with strategic objective of the library
- 5 criteria of personal power



Psychological leader

- Influence
- A role of counsellor
- Provides good and secure relationships
- Important role in personal expression
- 4 criteria of personal power



© onclusion : best qualities

- Responsible leader
 - Need for structure, sense and framework
- Effective leader
 - Need for stimulation
- Psychological leader
 - need for tokens of appreciation



What happens when there are dysfunctions ?



Problems for the responsible leader

- Lack of legitimacy
- Lack of guidelines
- Lack of limits



Problems for the effective leader

- Need of good prospect
- Withholding of informations
- Lack of humility
- Parting between responsible and effective leader



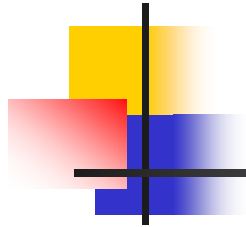
Problems for the psychological leader

- Both leaders have incompatible conceptions
- Failure to be acknowledged
- Failure to maintain privacy



What can be done ?

- The responsible leader becomes the effective leader
- The responsible leader is able to detect and make a bond with others
- Balance between leadership's energy and team's energy



- Thank you !