

Leadership System Definition

The term “**leadership system**” refers to how leadership is exercised, formally and informally, throughout the organization - the basis for and the way key **decisions are made, communicated, and carried out.**

It includes **structures and mechanisms** for **decision** making; **two-way communication**; **selection** and **development** of leaders and managers; and **reinforcement** of values, , **ethical behavior, directions, and performance expectations.**

An effective leadership system respects the **capabilities** and **requirements** of **workforce members** and other **stakeholders**, and it **sets high expectations** for performance and performance improvement.

It **builds loyalties** and **teamwork** based on the organization’s **vision** and **values** and the pursuit of **shared goals.**

It **encourages** and **supports initiative** and appropriate **risk taking**, subordinates organizational structure to purpose and function, and avoids chains of command that require long decision paths.

An effective leadership system includes **mechanisms** for the leaders to conduct **self-examination, receive feedback, and improve**