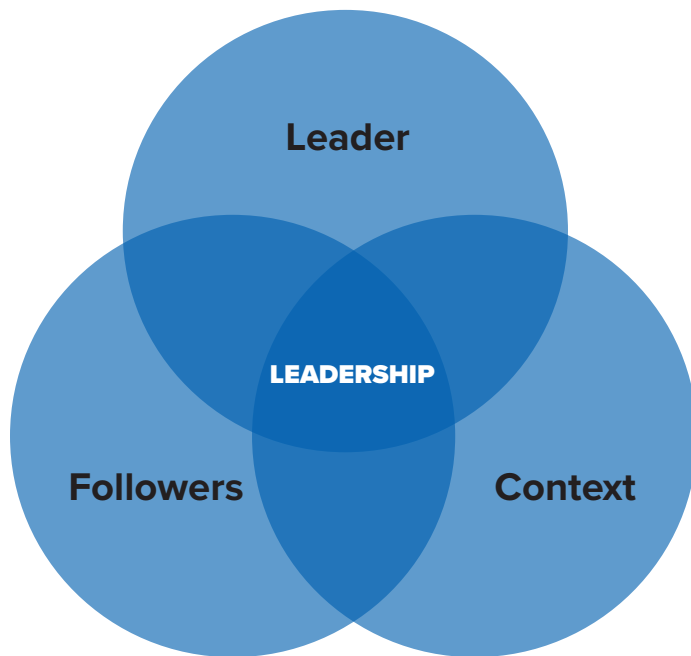




Vide Consulting Group

Leadership Reference Guide

The Leadership Process



Dr. Travis Berger’s recent research, presented at the international Leadership Association’s 20th Annual Global conference, provides a common leadership language for organizations to adopt. The following definitions serve as a quick leadership reference guide and will help organizations establish a shared understanding of leadership and its related terms, focus training and development programs, strengthen succession planning efforts, and develop and support high performers. The definitions build upon the foundation of leadership (i.e. leadership as a process involving leaders, followers, and context) and synthesize generally accepted components of the leadership research literature.

Leadership Definitions

Leadership

A dynamic process involving three factors—leaders, followers, and context—for realizing sustainable validity.

Sustainable Validity

An established direction, alignment, and commitment for achieving long-term superior organizational performance.

Leaders

Individuals possessing level-specific knowledge, skills, abilities, behaviors, and other characteristics essential for gaining the support of others to positively influence the leadership process.

Followers

Engaged individuals with integrity who possess critical thinking skills and level-specific knowledge, skills, abilities, behaviors, and other characteristics essential for actively supporting a leader to positively influence the leadership process. [Note: “Actively supporting” means both agreeing and disagreeing with the leader, always grounded in positively impacting the leadership process.]

Context

Internal and external factors, including historical components, influencing the leadership process.

Leadership Development

Organizational improvements to realize sustainable validity.

**Leader Development**

Increasing individual capacity for gaining the support of others to positively influence the leadership process.

Follower Development

Increasing individual capacity for actively supporting a leader to positively influence the leadership process.

High Performers

Individuals who add the right value, at the right level, given their role at the time. [Note: Everyone is both a leader and follower and needs to be an effective leader and follower when in that role, so thinking in terms of being a high performer, as opposed to a leader OR a follower, is a career changer.]