



NINTH EXECUTIVE FOREST POLICY COURSE

**SUSTAINABLE DEVELOPMENT GOALS, CLIMATE CHANGE
AND THE FUTURE OF FORESTS IN THE ASIA-PACIFIC**

24 May - 2 June 2016, Yogyakarta, Indonesia

LEADERSHIP IN FORESTRY FOR A CHANGING WORLD

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STRUCTURE OF PRESENTATION

- Exercise on the qualities of leadership.

- Need for different kinds of leadership in the different phases of life of an organization.

- Leadership qualities



LEADERSHIP QUALITIES

- List five most important qualities that a leader must have.
- List five negative attributes that a leader should not have.

“If your actions inspire others, to dream more, learn more, do more and become more, you are a leader”



LEADERSHIP AND CHANGE

- ❑ The nature of leadership differs depending on the characteristics of the organization.
- ❑ Organizations operating under stable conditions could afford to have meek leadership.
- ❑ The real challenge of leadership comes in the context of change, crises and turbulence.





ORGANIZATIONAL CHANGE AND LEADERSHIP

- ❑ Most forestry organizations have been very hierarchical and top down designed in the command and control framework.
- ❑ However this is changing very rapidly and in a flattening organization with very diverse stakeholders there is a shift to “connect, communicate and coordinate” approach.
- ❑ Also the environment in which the organizations have to function is changing rapidly.
- ❑ This will require very different kinds of leaders than what we have in most forestry organizations.



LEADERSHIP EFFECTIVENESS CRITERIA

(Source: McKinsey)

1. Be Supportive	11. Keep group organized and on task
2. Champion desired change	12. Make quality decisions
3. Clarify objectives, rewards and consequences	13. Motivate and bring out the best in others
4. Communicate prolifically and enthusiastically	14. Offer a critical perspective
5. Develop others	15. Operate with strong results orientation
6. Develop and share a collective vision	16. Recover positively from failure
7. Differentiate among followers	17. Remain composed and confident in uncertainty
8. Facilitate group collaboration	18. Role model organizational values
9. Foster mutual respect	19. Seek different perspectives
10. Give praise	20. Solve problems effectively



LEADERSHIP EFFECTIVENESS CRITERIA

❑ Of the 20 characteristics the McKinsey survey found that four of the following account for 89 percent of leadership effectiveness:

- ❖ Be supportive
- ❖ Operate with strong results orientation
- ❖ Seek different perspectives
- ❖ Solve problems effectively



THANK YOU



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