

## Best Practices in Leadership

Leadership styles are as different as Phil Jackson and Bobby Knight, but whether they take the Zen master's approach or throw chairs around, effective leaders have some strengths in common.

Best practices in leadership can make the difference in business performance as well as athletic achievement. They include developing a clear personal vision, communicating effectively, delegating responsibility, exercising moral authority, being accountable and adapting to change.

**Personal vision:** Effective leaders set clear goals and chart a path to reach those goals. Their sense of direction inspires those they lead to make the necessary effort to reach the objectives they establish.

**Effective communication:** To influence others, strong leaders are able to establish positive relationships with others, to clearly articulate organizational goals and to motivate others to join in a team effort to reach those goals.

**Delegation of responsibility:** No organization can function through the efforts of a single individual. Good leaders trust others to perform effectively and provide adequate training and support to ensure the success of all team members.

**Moral authority:** The example set at the top becomes the standard for the organization. Fair treatment of employees, customers and the broader community confers upon the leader the power to influence others.

**Accountability:** Stand-up leaders can take unpopular positions and bear responsibility for their decisions.

**Adaptability:** Leaders recognize and embrace change — in technologies, markets and employee needs. Effective leaders are on the lookout for ways to stay ahead of change, seeking out opportunities for improvement and innovation.



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