

Seven Principles of Sogus Leadership

(from BSA Sogus Leadership Training Class 2003)

1. Be a person of integrity, by living a principled life.
2. Understand your purpose which is to get the job done AND build the team.
3. Exercise the Six Steps of Leadership:
 - Provide Vision and Direction
 - Find the Resources
 - Determine the Readiness Level
 - Assign Responsibility
 - Perform the Task
 - Check and Report.
4. Utilize Your Leadership Tools by:
 - Planning
 - Evaluating
 - Problem solving
 - Giving the appropriate Style of Leadership:
 - Directive: Provide hands-on guidance step-by-step
 - Coaching: Make assignment then provide motivation, skills improvement as needed and a lesser amount of supervision
 - Supportive: Communicate the task to a skilled and willing person, check in occasionally for their resource needs and progress (with smaller doses of a more coaching or directive style of Leadership as required)
 - Delegating: Give assignments to the most able & motivated persons with a valid expectation of execution to completion – works best having established clearly defined and mutually shared goals.
 - Communicating with accuracy – start with “the art of listening”
 - Representing the group to the larger organization
 - Effective teaching
 - Setting the example – the most important of the Leadership Tools (nobody gladly follows a hypocrite).
5. Create routines for:
 - The group: Provide predictable structure that group members can organize their time and efforts around
 - Yourself: Know your job and organize it for effectiveness.
6. Finish your cycles by working each task to completion before going on to another.
⇒ This makes a group 100 times more effective.
7. Keep your team members safe from physical and emotional harm; include courtesy and helpfulness in your interactions with team members and insist that others do likewise.