

Value- Based Leadership: Becoming Best Partner and Accountable Team Partner

Assoc Prof Dr Nora Mat Zin Dept of Psychiatry, Kuliyyah of Medicine **IIUM Kuantan Campus**









الجامعةال سلمية العالمية مالين يا INTERNATIONAL ISLAMIC UNIVERSITY MALAYSIA

•Leadership Making things happen •Togetherness Transform visions to reality

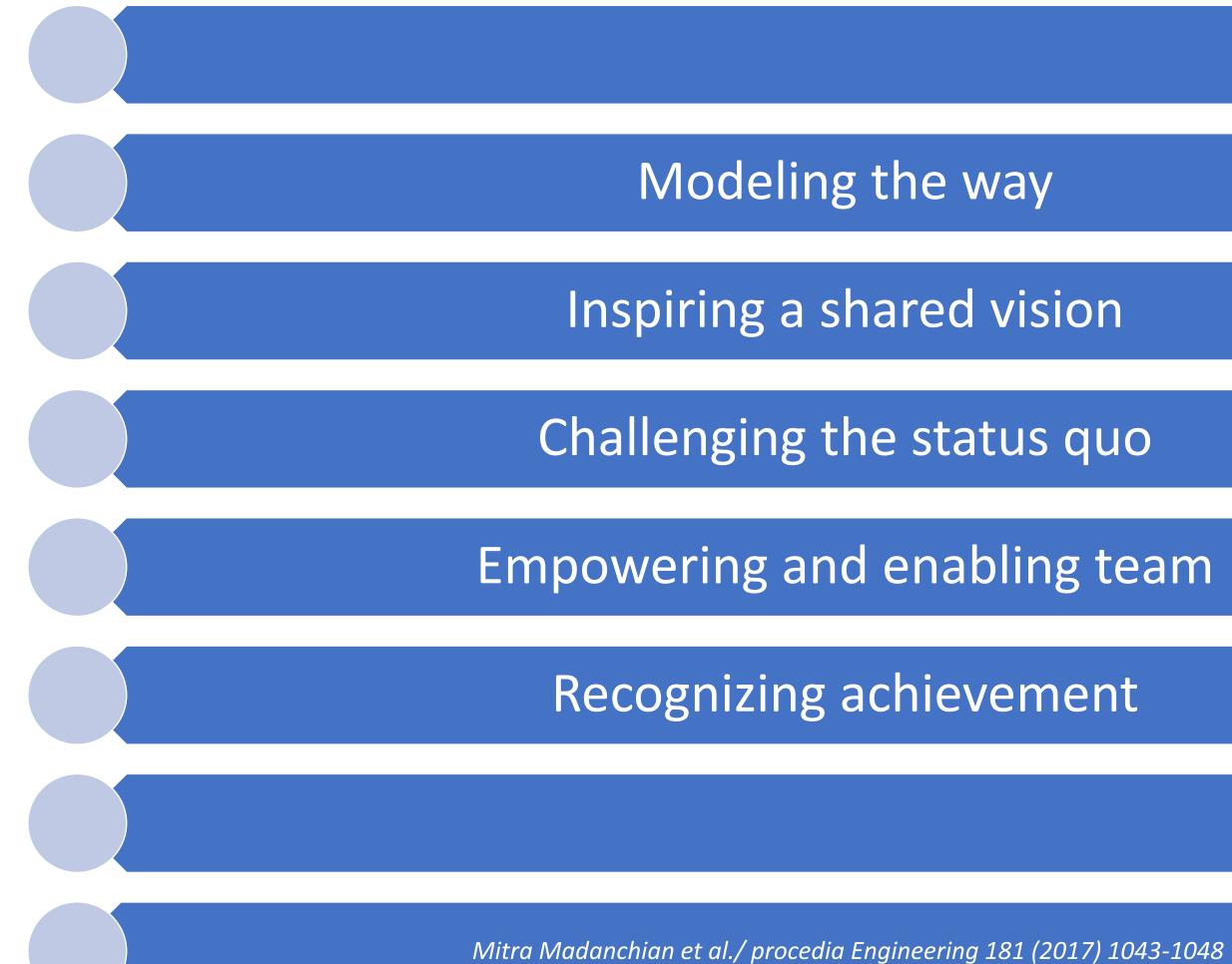
• Thomas Cronin 1992







Core behaviours of effective leaders



Modeling the way

Inspiring a shared vision

Challenging the status quo

Empowering and enabling team

Recognizing achievement





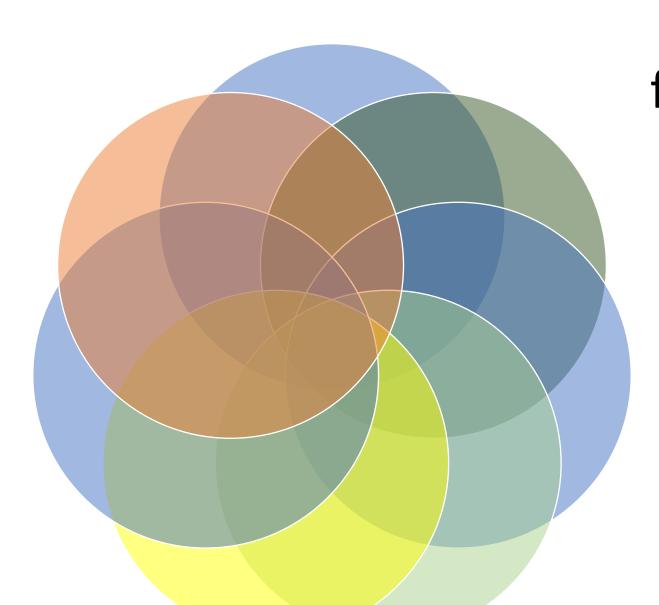




Strategic thinking and behaviour

Balanced time management

Systematic implementation and evaluation



Partnership

Continuous development

Demonstrate fundamentals of teamwork

> Empower the small group autonomy

Clear roles and rules







•Values •Abstract belief which link to affect Guiding principle of action Motivational goals •Serve as standard criteria

•Evaluation on the good or bad of







Ber
Un
Сс
Т
Ach
H
Sti
Self

Schwatrz & Rubel (2005)

nevolence-

- iversalism
- onformity
- Security
- radition
- Power
- nievement
- edonism
- imulation
- fdirection





CONTRACTOR OF DOTATION

火



- Paired person working together in a similar activities
- Qualities in organization
 - Open communication
 - Adaptability
 - •Empathy
 - •Flexibility
 - •Mutual understanding of the purpose
 - •Shared resources
 - Skilled leadership







•A leader work as a partner in a team •A catalyst Ignite spark Create synergy •Climate of •Trust •Openness Consistency Mutual respect Psychological safety •Responsiveness Behaviour driven values







- •Value-based leadership
 - Integrity*
 - •Vision*
 - •Trust*
 - •Listening*
 - •Respect*
 - •Clear thinking*
 - Inclusion*
 - •Self reflection#
 - •Genuine humility#
 - •Balance#
 - •True self confidence#

*O'Toole (1996) # Kraemer

•Stability

- •Teamwork
 - Trusting relationship
- Motivate action/solution
- Organizational behaviour
- Transparent decision
- Resilient





DA ESUDATIDA FOR BUITADABLE OPVLOPHINT

火

UNITED NATIONS UNIVERSITY



Challenges in development of partnership in organization

Ideological differences

Power inequality

- Conflict arise
- Distrust
- Losing control

Cultural clashes

Previous history of antagonism Frequent failure to work together

Lack of role clarity/ role ambiguity





DA ESUDATIDA FOR BUITADABLE OPVLOPHINT

火



action

Governed by " internal locus of control"

Character of success leader (Ashbridge & Pegg, 1994)

Perceived personal responsibility for their success and failure

- Increase well being
- Sense of control
- Increase moral

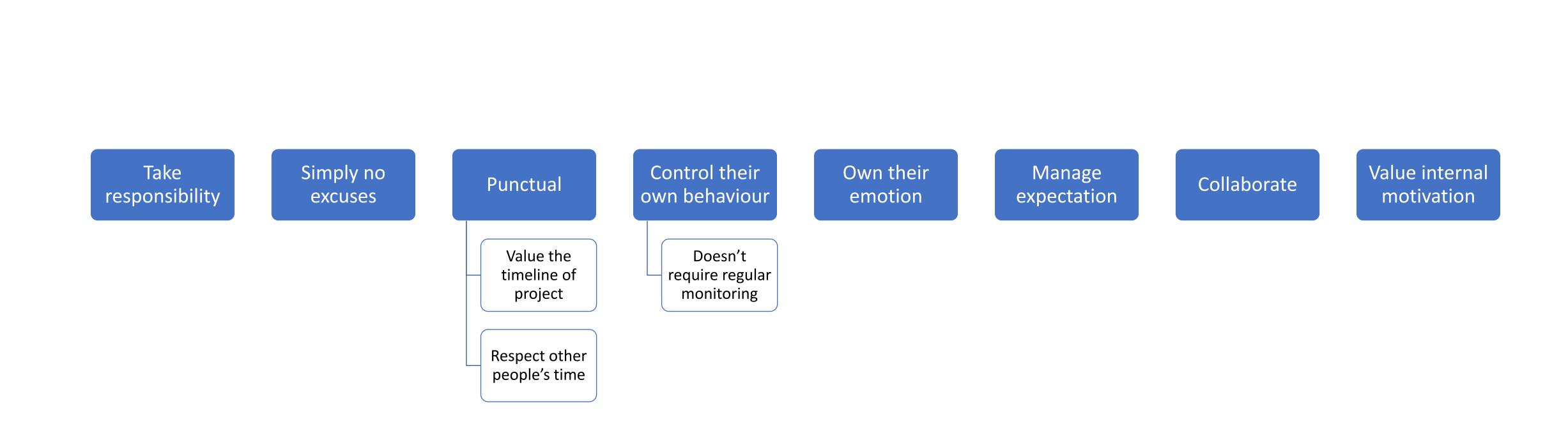
Accountability ----"Accepting responsibility of own















REGISTER, CENTRE OF EXTER ON EDUCATION FOR BUILTADABLE OF VEGATION

UNITED NATIONS UNIVERSITY



The way forward our action to achieve the harmonious and balanced human being-

-Value driven behavioural change to engage in the best partnership and be accountable in





