

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



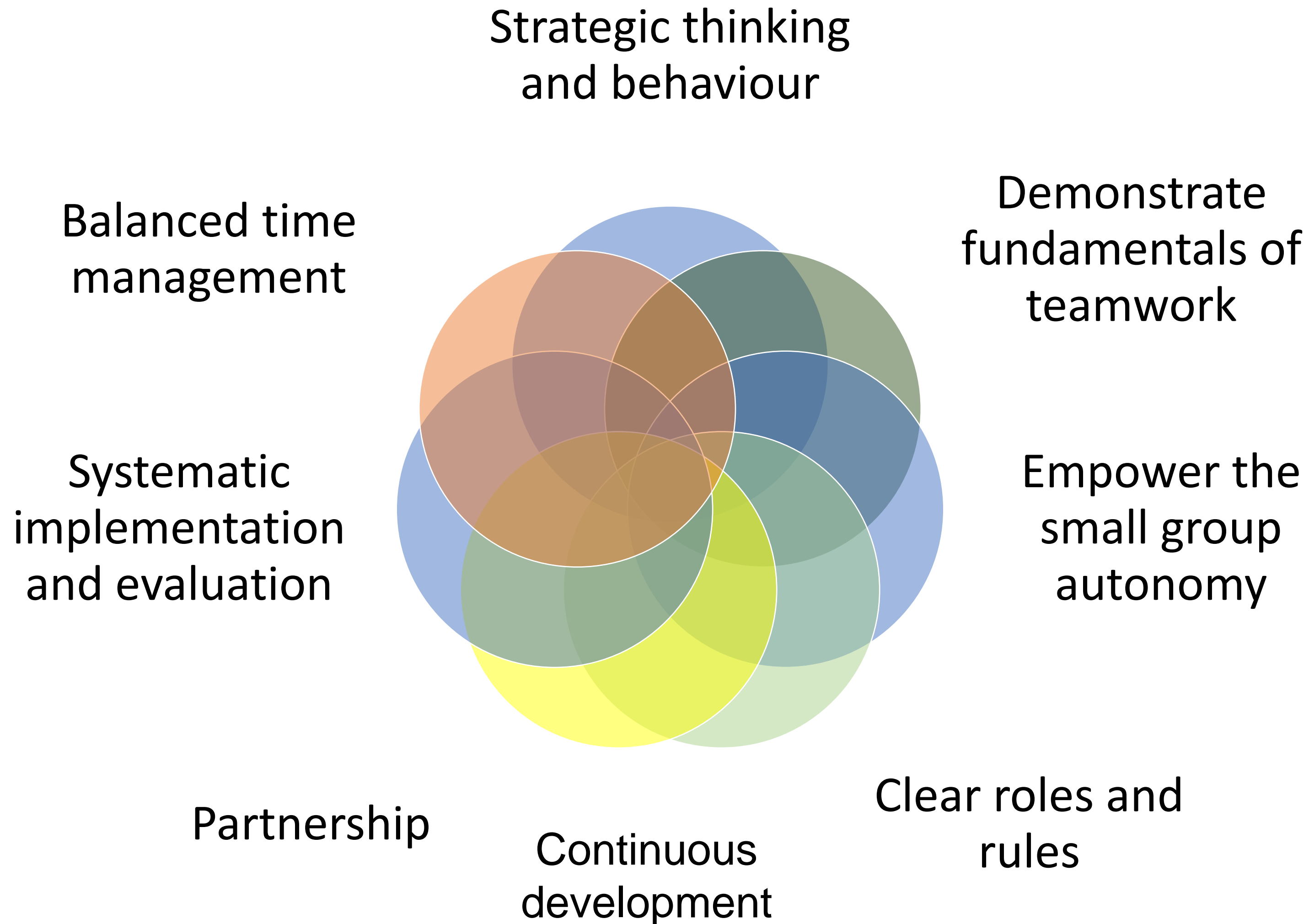
- Leadership
 - Making things happen
 - Togetherness
 - Transform visions to reality

• *Thomas Cronin 1992*

Core behaviours of effective leaders

- [Redacted]
- Modeling the way
- Inspiring a shared vision
- Challenging the status quo
- Empowering and enabling team
- Recognizing achievement
- [Redacted]
- [Redacted]

Mitra Madanchian et al./ *procedia Engineering* 181 (2017) 1043-1048





• Values

- Abstract belief which link to affect
- Guiding principle of action
- Motivational goals
- Serve as standard criteria
 - Evaluation on the good or bad of
-



Benevolence-

Universalism

Conformity

Security

Tradition

Power

Achievement

Hedonism

Stimulation

Self direction

Schwartz & Rubel (2005)

- 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

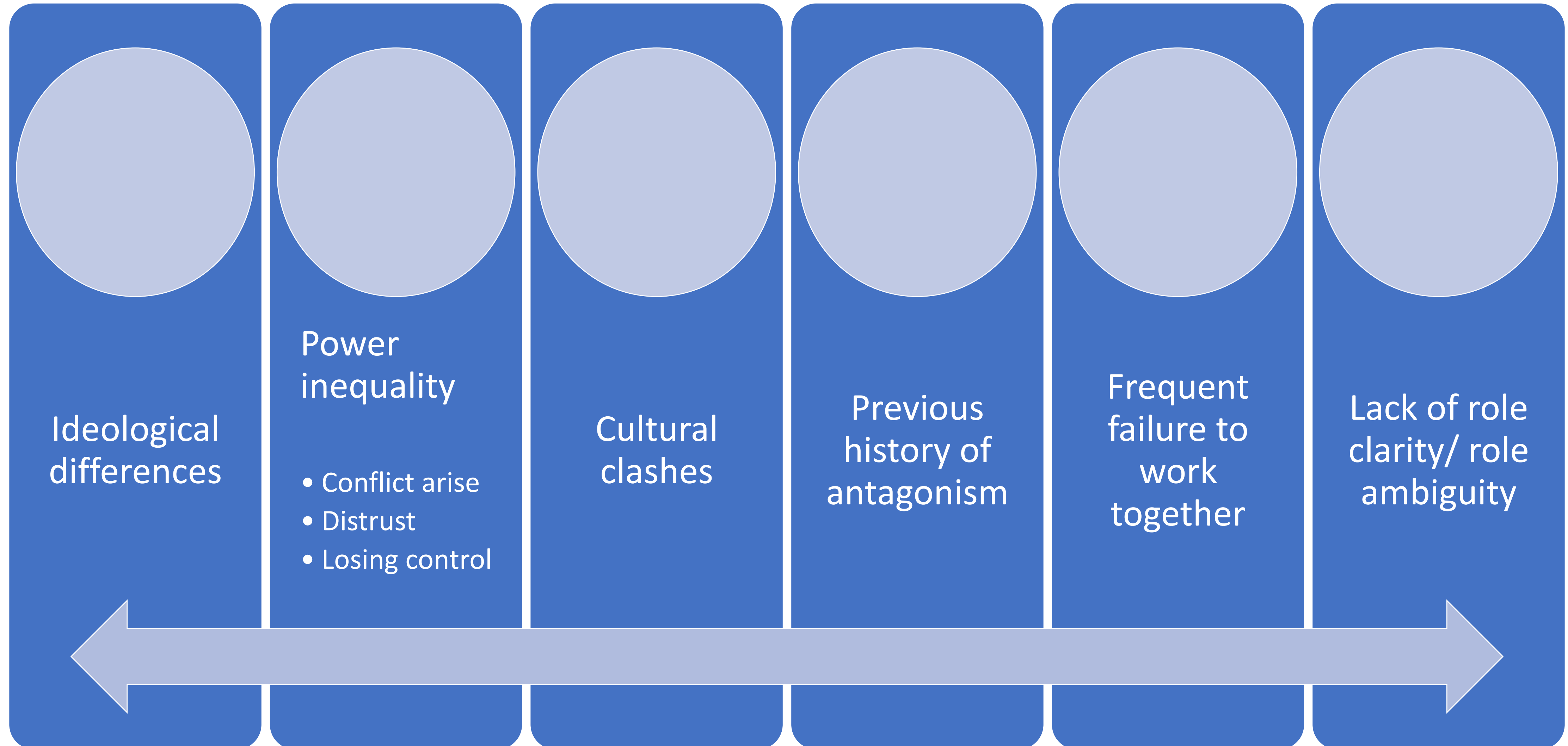
- Integrity*
- Vision*
- Trust*
- Listening*
- Respect*
- Clear thinking*
- Inclusion*

- Self reflection#
- Genuine humility#
- Balance#
- True self confidence#



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

*O'Toole (1996)
Kraemer





Accountability ---- “Accepting responsibility of own action”

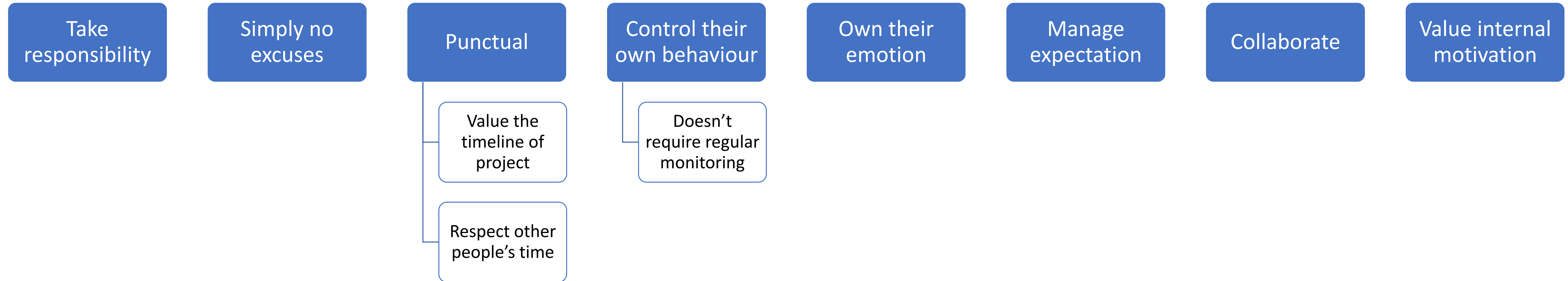
Governed by “
internal locus of
control”

Character of success
leader (Ashbridge & Pegg, 1994)

Perceived personal
responsibility for their
success and failure

- Increase well being
- Sense of control
- Increase moral
- Increase commitment to work

Sign of accountability in a person





The way forward

-Value driven behavioural change to engage in the best partnership and be accountable in our action to achieve the harmonious and balanced human being-