# LEADERSHIP MATRIX

| LEADERSHIP STRENGTHS | | LEADERSHIP VEHICLES IN THE MUNICIPALITY | | | MUNICIPAL CHALLENGES | | OUTCOMES | |
|---|---|---|---|---|---|---|---|---|
| | | | | | *Vision and strategy* | → | | O |
| *Exercising power* | | *Developing direction and strategy* | *Creating a learning organisation* | → | *People management* | → | *High levels of capacity and expertise* | R G A N |
| *Giving purpose* | | *Making major changes* | *Setting up new structures* | → | *Communications* | → | *Clear authority and legitimacy* | I S A T |
| | → | | | → | | → | | |
| | → | | | | *Public ethics* | → | | |
| | | | | | | → | *Strong community leadership* | I O N |
| *Living with risk* | | *Promoting partnerships* | *Creating powerful teams* | | *Political management* | → | | |
| | | | | → | *Service planning and review* | → | | |
| | → | | | → | | → | | |
| | → | *Leading in networks* | *Promoting innovation* | → | *Innovation and change* | → | | |
| *Communicating and networking* | | | | → | | → | | |
| | | | | | *Service management* | → | *Economic, social, environmental development* | C O M M |
| | | | | | | → | | |
| *Listening and facilitating* | | *Fostering diversity and inclusion* | *Mobilising knowledge* | | *Resource management* | → | | |
| | → | | | | | → | | |
| | → | | | → | *Partnerships and IMC* | → | *Community cohesion* | U N |
| | | | | → | | → | | I |
| *Asking challenging questions* | | *Improving work processes* | *Streamlining the organisation* | | *Citizen participation* | → | | |
| | | | | → | | → | *High quality public services* | T Y |
| | | | | → | *Alliance building* | → | | |
| | | | | | | → | | |
| | | | | | *Community leadership* | | | |

There are many vehicles in a municipality that can be used to respond to the challenges it faces. It is for the leadership to understand the challenges and set standards to be achieved, and to use those vehicles effectively. For this, the leadership needs strength, starting with the strength of self.