

# LEADERSHIP ELEMENTS



## Performance =

Potential ÷ Interference  
[ Personal or Organizational ]

**Morale** = Personal Attitude × Motivation Multipliers ÷ Frustration Factors

**Systems Perspective:**  
The Individual ≠ the limitation or deficiency as "root cause" of performance "problems"

### Four Systems Dimensions to Assess

Person | Managerial | Organizational | External  
In Job | Support | Systems | Factors

## EFFECTIVE LEADERSHIP REQUIRES COMPETENT INDIVIDUALS AND A SUPPORTIVE ORGANIZATION



