

## **WM leaders should have / must know how / have to ...**

(Outcome of the leadership session during the Wikimedia Boards member training 2017)

- Good perception & analysis
- Trustworthiness
- Integrity
- How to solve problems
- Flexibility. willing to change course & re-assess
- No self-promotion
- Represent and embody the values of the movement
- Be dedicated to the mission
- Transparent
- Consensus based decision making
- Making decisions
- Steer without coercion
- Be responsive to members
- How to implement the mission
- Showing direction
- Be pro-active
- Good in teamwork
- Supportive to members' initiatives
- Be inclusive
- Have emotional intelligence
- Empathy
- Handle work with people
- Cultivate people
- Communication
- Want us to listen
- Mediation
- Know where to stop
- Able to develop partnerships
- Master the Art of delegation
- Be accountable, willingness to own decisions & results
- Focus on priorities
- Take decisions on critical & unexpected opportunities
- Resource management
- Financial solid / reliable
- Involvement in the recruitment of staff members