



## **LEADERSHIP IN PRACTICE**

**OTTO REISINGER**

**SVPO SWAROVSKI PROFESSIONAL EUROPE**



**SWAROVSKI**

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***Waste no more time arguing what a good (wo)man should be.  
Be one.***

***Marcus Aurelius***



*Marcus Aurelius, 170-180 C.E.  
Kunsthistorisches Museum, Vienna*

***Courage - not complacency - is our need today.  
Leadership not salesmanship.***

***John F. Kennedy***



*John F. Kennedy, graduates  
from Harvard University, 1940*

- **Beliefs**

are **assumptions or convictions that you hold true regarding people, concepts, or things.**

- **Values**

are **attitudes about the worth of people, concepts, or things.**

- **Skills**

are the **knowledge and abilities that a person gains throughout life.**

- **Traits**

are **distinguishing qualities or characteristics of a person, while character is the sum total of these traits.**

- **Honest**
- **Inspiring**
- **Fair-minded**
- **Broad-minded**
- **Enthusiastic**
- **Empathetic**
- **Loyal**
- **Passionate**
- **Competent**
- **Forward-looking**
- **Intelligent**
- **Courageous**
- **Straightforward**
- **Imaginative**
- **Decisive**
- **be a person of Integrity**
- .....

## > **CHARACTER OF A PERSON**

- **Leading yourself**
- **Leading others**
- **Creating an environment**

- **lead yourself** – are you living your life or the life of others?
- **Know yourself** and never miss an opportunity **to learn something new**
- live and **defend the climate and culture that you want** your organization to live
- **be an example** and it will become the rule - ethical behavior is learned by observing
- be **technically proficient**
- seek **responsibility** and take responsibility for your actions
- **orchestrate the activities** that take place throughout the organization by **providing a view of the future** and the ability to obtain it
- **innovate and “destroy creatively”** vs. to preserve and administrate the existing – CREATE and don't copy
- **challenge constantly the status quo** and inspire people for change
- **be accessible**
- **keep it simple**

- **care about others and look out for their well-being**
- **stand behind your employees** and not above them
- **keep your people informed**
- get involved by encouraging and **developing others** who are less experienced
- **develop all employees**, despite the risk of losing them afterwards
- **help others to learn** through teaching, training, and coaching - this creates an exciting place to work and learn
- let the people know **that they can take risks, learn by making mistakes**, and they will be winning in the end
- **give purpose to the people not simple jobs**
- **delegate responsibility** vs. forward unloved tasks
- **develop a sense of accountability**, ownership and responsibility in your people
- **inspire and empower people**
- **give feedback, praise**, evaluate and stay objective
- make sure, that everybody lives the **correct work-life balance**



- establish the **ethical framework** within an organization
- **create an environment where people can perform, enjoy, grow and contribute**
- **provide a culture of trust and openness** vs. culture of mistrust and control
- **determine the field of responsibility** – enable personal development, create the framework
- **manage change and provide stability** at the same time
- **find, plan, provide and engage the correct human resources** for each task
- **take sound and timely decisions, but leave the space for others** to decide (do not decide for others)
- **provide clear direction**
- **help to find the path**, but do not provide the path yourself
- **take obstacles** from the path

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THANK YOU FOR YOUR ATTENTION  
OTTO REISINGER