

Leadership: How to Build Trust and Commitment*Wang C**Department of Management, Hong Kong University of Science and Technology, Hong Kong*

“The price of greatness is responsibility” – Winston Churchill

“Being powerful is like being a lady. If you have to tell people you are, you aren't.” – Margaret Thatcher

Real leaders have followers who choose to follow, not they have to follow. Position power gives leaders the benefits of doubts until leadership behaviours are demonstrated and proven.

Leadership does matter, it is a soft skill with hard consequences. Leadership matters tremendously.

Leadership is a responsibility. It determines the quality of life for all followers which directly impacts the productivity and outcome of the team.

Leadership does not depend on one's natural personality or charisma. It depends on a set of behaviours demonstrated by the leaders which made others want to follow. This set of behaviours can be learned and practised by anyone who is willing. When these behaviours are learned and practised repeatedly, they become habits, the sum of one's habits become one's character. The world is in need of more leaders who are humble enough to learn, and disciplined enough to practice these leadership behaviours.

People who were given the responsibilities to lead must learn and practice the essentials of leadership behaviours in order to be effective, and have voluntary followers who are committed.

Leaders create shared vision and model the way to pursue it with passion and perseverance

Leaders are mission-centred, not self-centred

Leaders earn the respect through competence and taking ownership

Leaders earn the trust through integrity and fairness

Leaders earn team commitment through enabling others to succeed and share recognitions