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**Leadership Behaviours  
Can be Learned**

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**The Leadership debate continues - What is leadership?**

Is leadership a title? Are leaders born, or can they be made? A highly energetic charismatic person is often said to be a born leader. As a facilitator of leadership development, I believe that leadership is behaviour and a set of learned skills. I do not believe that leaders are just born, but that it is possible for anyone to be a leader. Leadership skills can be learned and improved. Ordinary people can be leaders. Leadership is not about titles. It is about intention. It's about action, moving toward a goal or dream in a way that inspires greatness in others.

One of my colleagues, Libby McCready of Front and Center Communications, a professional Certified Coach, is the founder of a leadership development program, The Foundation of Leadership™, a coach approach for managers. The Foundation of Leadership™ program is suitable for anyone who needs to achieve results through people, teams who must collaborate to achieve results and leaders seeking to align activities with long-term vision and strategies. The program sets out to teach coaching skills and a simple coaching process that can be brought to the workplace and immediately be put into action. McCready calls it a 'simple and elegant' program that makes learning coaching so easy. The program begins by focusing on the shifting behaviours to manage self and create self-awareness. McCready says "the program is so simple that people get it right away."

Through a variety of action based learner focused activities, coaching skills are put into practice immediately. During the program, learners use their new behaviours through a process that shifts their actions from the traditional command and control style, to a more collaborative coaching style. Partner coaching sessions let the learner be both the coach and coached. Peer feedback supports the learner in understanding their strengths, identifying their blind spots and helps the learner plan to move forward in transferring their new skills back into their real life.

Leadership is future focused and inspires the best of others. The first step in inspiring others to success is to encourage them to move forward toward their dreams. Coaching is a discipline and a skill that supports a behaviour shift and engages people to reach new heights. Foundations of Leadership™ shifts leadership behaviours to meet this challenge. I believe that by learning the skills of coaching, anyone with the desire to learn can be a leader!

*Teresa Comey, Principal of Influencing Leadership, a North Vancouver based consulting and training business, operates in partnership with Libby McCready, Front and Centre Communications of Toronto. Libby McCready is a Certified Corporate Coach and founder of Foundations of Leadership™. Comey and McCready are both candidates for Masters of Arts in Leadership and Training at Royal Roads University.*

To get more information about Foundations of Leadership™ call Teresa Comey, Influencing Leadership at 604-760-7686, or visit [www.influencingleadership.ca](http://www.influencingleadership.ca)

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