Introduction

Think of the best leader that you have ever known. It may be your current supervisor, someone that leads a local organization, or a co-worker. What is it about this person that made them such a great leader? It is very likely that we are all describing someone that is highly passionate, respected, driven, caring, servant-minded, ambitious, motivating, knowledgeable, confident, and gets things done. Was this person born as a leader? Were these skills that they learned? What is it about that person that motivated you to put forth that extra effort and motivated you to perform? Better yet, how can we each be leaders or that person others want to follow?
Leadership is not defined as a role that is given to you. It is a choice. Many may believe that you are either born a leader or not. Others feel that you may need to take the right courses in leadership, have the degrees, or read the right books. Actually, leadership does require certain traits. It is those traits described above or those exhibited by the person you thought of as the best leader you have ever known. Those traits are very often inherent, although can also be enhanced through experience, mentoring, and education. Regardless, it is something we should each strive toward or seek to enhance.

ClinicalRM’s mission is one that seeks to promote leadership and provide an environment where leadership can thrive. In order to become that leader, let’s understand those important qualities and behaviors that demonstrate successful leadership.

**Leading by example.**

Whether it is working hard, making the hard choices, taking risks, sacrificing personal time, or taking on the task that no one else would want to do, a successful leader needs to consistently lead by example. Consistency is the key to authenticity.

Integrity.

Leaders are honest and dependable. Others need to count on you to not compromise on your principals. Others need to see that you can and do take the tough road through a situation to “do the right thing.”

Solid Goals.

Know your goal and what you are seeking to achieve. Whether it is a specific culture, standard, or deliverable, a leader needs to have a solid objective. A successful leader has direction and when others know what it is, they know the expectations, catch the vision, and seek to work with the leader to achieve it. It is difficult to get others to do what you want if you don’t know what you want.

Knowledge.

Understand what others have done that worked or perhaps failed. Know and understand your obstacles, competition, and risks. You need to leverage yourself and your group for the best chance of success. This may mean that you need consultation with an expert or that you need to spend the time up front planning before you start your project. Leaders have a level of expertise in the area that they are leading. This knowledge lends to success towards your goal and also gives those that are working with you, the confidence to follow you.

Leadership is practiced not so much in words as in attitude and in actions. —Harold S. Geneen
Provide for Autonomy.
Those working with a leader need to understand the defined goals and from there, individuals need to have the ability to be creative and have the ownership to decide how to get there. Leaders are not necessarily more knowledgeable than everyone else. Successful leaders encourage people to think, innovate, and own the solution. Despite the autonomy, successful leadership applies and integrates a well-balanced level of oversight that mitigates risk and provides for autonomy.

High Standards.
Leadership should expect a high level of excellence. People want to be proud of what they are doing. High standards should not be ones where the goal is perfection. The standards should be high but still maintain the allowance and the realistic expectation that people will make mistakes. Good leaders minimize the lessons learned through errors and oversight although take optimal advantage of these opportunities to learn.

Humility.
Lao Tzu stated that “A leader is best when people barely know he exists, when his work is done, his aim fulfilled, they will say: we did it ourselves.” Leadership is not about you; it is about others and reaching the goal. As one has more successes, this trait may become more challenging to maintain. Leadership focuses on what was accomplished and acknowledges those that accomplished it. Humility understands that the accomplishment came through those you lead. Humble leaders encourage others and give them credit. This motivates others and furthers success towards the goal.

Execution.
Execution is the discipline of getting things done. Many leaders have the ability to define great strategies, but often there is a gap between what is desired to be achieved and one’s ability to achieve it. Larry Bossidy, co-author of “Execution, the Discipline of Getting Things Done,” explains that execution is the leader’s most important job. Successful execution involves active involvement of the leader, developing a well defined realistic plan built on the understanding of what has previously been successful or failed, and finally operationalizing the plan.

True leadership is a demonstration of these characteristics. To some extent, they are inherent in each of us and it is our choice to develop them. We each have the opportunity to focus on searching ourselves for these characteristics and step up to be the leader for someone in our lives.

Qualities of a Great Leader
1. Lead By Example
2. Integrity
3. Solid Goals
4. Knowledge
5. Provide for Autonomy
6. High Standards
7. Humility
8. Execution
About Clinical Research Management, Inc.
Clinical Research Management (ClinicalRM) is not only involved in the testing of new antibiotics in Phase I, II, III studies, monitoring protocol development, site selection, and assistance with FDA approvals, but is also involved in responding to the challenges of antimicrobial resistance. Our epidemiologists track resistance patterns around the globe and they evaluate how the observed resistance appears, where it emanates from, and how we can best contain the spread of the new resistance factors.

Our scientists work with the Government and academia to develop new responses to the ever-growing threat of multiple-resistant superbugs. They use in silico techniques, as well as information from genomics, to determine sites on, or in, these organisms that are most likely to be vulnerable to engineered antimicrobials. ClinicalRM is committed to developing new responses to disease and the challenges presented by these super-bugs. If you feel ClinicalRM can add value to your research efforts, we are interested in speaking with you. Call toll free at (800) 431-9640 or visit www.clinicalrm.com

About the Author – Sue Chase, RN, CCRP COO & Director, Program Management Office
Sue Chase has been with ClinicalRM since 2006 and is currently the Chief Operating Officer and acting Director of the Program Management Office. She leads strategic planning, development and implementation of global clinical operations and strategies, and administrative operations. She has been instrumental in the development of ClinicalRM’s extensive offering of clinical solutions / sponsor services.

Ms. Chase earned her Bachelor of Science Degree in Nursing from The University of Akron and has over 26 years experience in the healthcare arena, and of that has spent over 22 years in upper management in a clinical research environment.

Before joining ClinicalRM, Ms. Chase served 10 years as Director of the Cleveland Clinic Cardiovascular Coordinating Center (C5), an Academic Research Organization within the Department of Cardiovascular Medicine at the Cleveland Clinic.

Reference: