

Systems Leadership

10 Traits

1

Systems Thinker:

- **Sees the bigger picture:** Understands the interconnectedness of issues and stakeholders within the system.
- **Identifies patterns and trends:** Recognises how different parts of the system interact and influence each other.
- **Looks beyond the immediate problem:** Considers the long-term consequences of actions and interventions.



2

Collaborative Leader:

- **Builds strong partnerships:** Works effectively with diverse stakeholders across organisational boundaries.
- **Facilitates dialogue and co-creation:** Creates spaces for shared understanding and collaborative problem-solving.
- **Shares power and resources:** Empowers others to contribute and take ownership of solutions.



3

Strategic Visionary:

- **Sets a clear direction:** Articulates a compelling vision for a more equitable and inclusive society.
- **Thinks long-term:** Develops strategies that address the root causes of social issues.
- **Communicates effectively:** Inspires and motivates others to work towards shared goals.



4

Adaptive Leader:

- **Embraces complexity and uncertainty:** Recognises that social systems are dynamic and constantly evolving.
- **Is comfortable with ambiguity:** Tolerates uncertainty and adapts plans as new information emerges.
- **Learns from experience:** Uses feedback and evaluation to continuously improve interventions.



5

Inclusive Leader:

- **Values diversity and equity:**
Promotes inclusion and challenges discrimination.
- **Empowers marginalised voices:**
Ensures that the needs and perspectives of all communities are considered.
- **Creates a sense of belonging:**
Fosters a culture of respect and collaboration.



6

Ethical & Values-Driven Leader:

- **Acts with integrity and transparency:** Maintains high ethical standards and builds trust.
- **Champions public service values:** Demonstrates a commitment to serving the public good.
- **Holds themselves accountable:** Takes responsibility for their actions and decisions.



7

Innovative & Creative Leader:

- **Seeks new solutions:** Is willing to challenge the status quo and explore innovative approaches.
- **Promotes experimentation and learning:** Encourages a culture of innovation and risk-taking.
- **Embraces technology:** Utilises digital tools and data to improve service delivery and outcomes.



8

Resilient Leader:

- **Perseveres in the face of challenges:** Remains committed to achieving goals despite setbacks.
- **Manages stress effectively:** Maintains a positive outlook and supports the wellbeing of their team.
- **Bounces back from adversity:** Learns from mistakes and uses them as opportunities for growth.



Empowering Leader:

- **Develops the capacity of others:** Invests in the growth and development of their team.
- **Delegates effectively:** Trusts others to take on responsibility and make decisions.
- **Creates a culture of learning:** Encourages continuous learning and professional development.



10

Outcome-Oriented Leader:

- **Focuses on results:** Sets clear goals and measures progress towards achieving them.
- **Uses data to inform decisions:** Tracks performance and uses evidence to improve interventions.
- **Holds themselves & others accountable:** Ensures that resources are used effectively to achieve desired outcomes.



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