Developing a personal answer

THE LEADING QUESTION

Professor Mary Malcolm, Deputy Vice-Chancellor, University of Bedfordshire
Pay to play skills are hard-won skills, developed on occasions you’d cite when asked “what’s the hardest thing you’ve ever done?”


What are your hard-won pay-to-play skills?
Some key questions

- What is your leadership signature?
  What’s the thing you can do, and which you can’t understand why others can’t? What hard-won skills have you developed through experience? Which are still most obviously ‘under development’ / yet to be mastered? What is your default mode?

- Where – i.e. in what circumstances - have key elements of your leadership signature developed and what effect does that have on how you deploy them?

- How do your skills combine to create a profile for you that is creatively disruptive of uniform perceptions of leadership?
Disruptive skills

Disruptive skills are unique – probably in combination

Your disruptive skill may not be one skill, but an unusual intersection of ordinary proficiencies.

They disrupt by creating a niche for you, and by requiring that others re-evaluate your contribution