

LEADERSHIP

Ability to adapt the setting so everyone feels empowered to contribute creatively to solving the problems. Ability, meaning a leader has a capacity to do something through talent and skill.

BEHAVIOR

This is an animal or plant does or how it acts. Behaviors may be conscious or unconscious. They may be inherited or learned. In experiments, behavior is the observed reaction which occurs when an organism is given a stimulus.

CHARISMA

A rare personal quality of some leaders who arouse popular intense devotion and enthusiasm and is considered to be a form of very intense human attraction.

Charisma to a large extent depends on whether you are successful in motivating others to share in your vision which frequently has relevance in the lives of the followers and satisfies their needs and wants for status and/or possessions.

MOTIVATION

A theoretical construct used to explain behavior. It gives the reason for people's actions, desires, and needs. Motivation can also be defined as one's direction to behavior, or what causes a person to want to repeat a behavior and vice versa. A motive is what prompts the person to act in a certain way, or at least develop an inclination for specific behavior.

METHOD OF "CARROT AND STICK"

Is an idiom that refers to a policy of offering a combination of rewards and punishment to induce good behavior. It is named in reference to a cart driver dangling a carrot in front of a mule and holding a stick behind it. The mule would move towards the carrot because it wants the reward of food, while also moving

away from the stick behind it, since it does not want the punishment of pain, thus drawing the cart.

TEAM

Is a group of people or animals linked in a common purpose. Human teams are especially appropriate for conducting tasks that are high in complexity and have many interdependent subtasks.

CONFLICT

Is a state of disagreement between two or more parties. This disagreement can be realized in both peaceful and violent manifestations. A clash of interests, values, actions, or directions often sparks a conflict. Conflict occurs on a many levels—within the individual when a person confronts their own competing desires; between individuals such as in a marriage; between groups of individuals, such as work groups; between societies or cultures, such as different religions or ethnicities; or international conflict which may become a fully fledged war.

RESPONSIBILITY

The state or fact of being responsible, answerable, or accountable for something within one's power, control, or management.

IMPLICIT BIASES

Refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control.

POLITICAL ACTIVITY

At its best it means interested in politics and government; trying to make a changes in public policy, laws or the government working to get an official elected, or lobbying to have legislation passed, collecting petition signatures. It can also mean a person trying to change things for their own benefit, to gain status or power in the

workplace. It can also mean someone who is a nuisance, constantly wanting to change things and who interferes in matters that are none of their concern.

SOCIAL RESPONSIBILITY

This is an ethical framework and suggests that an entity, be it an organization or individual, has an obligation to act for the benefit of society at large. Social responsibility is a duty every individual has to perform so as to maintain a balance between the economy and the ecosystems. A trade-off may exist between economic development, in the material sense, and the welfare of the society and environment, though this has been challenged by many reports over the past decade.¹

ORGANIZATION CULTURE

As people work together to accomplish goals, groups develop into organizations. As goals become more specific and longer-term, and work more specialized, organizations become both more formal and institutionalized. Organizations tend to take on a life of their own and widely held beliefs, values, and practices develop, differentiating one organization from another and often affecting the organization's success or failure.