

# What is required for a leader in team management?

**Michio Ikeda**

**Former EVP**

**ENEOS Corporation**

Gulf Downstream Association presents

**TRANSFORM** *Virtual Event*

The Evolving Future of Leadership and Project Management

## □ Definition of leadership

- Leadership is a way of thinking and action pattern to identify a goal of the team and to get results timely.

## □ Leadership required for a team leader

- A leader of a team is primarily responsible for mobilizing team members to work for a goal and to get results timely.

## Four items leaders have to keep in mind in team management - (1)

### **(1) To identify a goal of the team and share it with all team members.**

- ✓ Each member should understand a goal of the team and how to get there.(=They should share and be committed to a strategy of the team.)
- ✓ A strategy is composed of: a goal, measures to get to the goal, and resource allocation to implement the measures.

## Four items leaders have to keep in mind in team management - (2)

**(2) Leaders should be responsible for capability development of the team members.**

- ① Leaders should be interested in each member's capability development and their career path design.  
Leaders should never be indifferent to their team members.**

## Four items leaders have to keep in mind in team management - (2)

**(2) Leaders should be responsible for capability development of the team members.**

**② Leaders should make OJT effective at maximum.**

- ✓ Assignment is an important tool for capability development.
- ✓ Leaders should set the members' assignment a little bit stretched.
- ✓ Leaders should try to get them involved in project type jobs.
- ✓ Leaders should get them to realize outcome of their capability development.

## Four items leaders have to keep in mind in team management - (2)

**(2) Leaders should be responsible for capability development of the team members.**

### **③ Personnel reshuffling**

- ✓ To have diversified experiences is indispensable for developing one's capability.
- ✓ Through personnel reshuffling, you can learn how to overcome fear of the unknown and to adjust yourself to a new environment.

## Four items leaders have to keep in mind in team management - (3)

### (3) To motivate team members to work for the goal

- ✓ Team members are motivated if they sympathize with a goal of the team.
- ✓ Team members are motivated if their capability is developed through assignment.
- ✓ Team members are motivated if they find they contribute to the organization.
- ✓ Fair personnel evaluation is a key to boost their working morale.

## Four items leaders have to keep in mind in team management - (4)

### (4) To share vital information with all team members.

- ✓ Through information sharing, capability of your team will be strengthened.
- ✓ Information gathers to a higher position. Those who are in a higher position have to share the information with team members.
- ✓ Those who are allowed access to the information must be motivated.



# Training of leaders

- ❑ All team leaders are role models of leadership.
- ❑ Demonstrating leadership properly is a process of training team members to be next leaders.

**Thank you for your time and attention!**

الجمعية الخليجية للتكرير  
Gulf Downstream Association

الجمعية الخليجية للتكرير  
Gulf Downstream Association



m-ikeda3244@kud.biglobe.ne.jp

Gulf Downstream Association presents

# TRANSFORM *Virtual Event*

The Evolving Future of Leadership and Project Management