

Here is a series of leadership stories collected from across Scotland.

All stories have been passed on in good faith and the assurance of complete anonymity.

All participants were asked to share what they thought other people would benefit from hearing – not all accounts are about positive reflections. Pearls of wisdom, useful resources and anecdotes have made this collection of stories incisive, interesting and engaging.



H is a manager in secure accommodation. H has seen many different styles of leadership. It's not always about confidence or a vocal approach to leading; some of the best leaders lead from behind. For H, adaptive leadership is what she aspires to model. Outcomes are important for H; there is a degree of (defensible) risk-taking and knowing where to draw the line in the sand. H thinks we have become a very risk averse profession. A key question for H is how do we develop staff's critical thinking? It is important for a leader to be transparent and accountable - decisions should be seen as consistent. "Leadership isn't about holding all the answers and information; it's about bringing people along with you while taking on their perspectives."

