

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.



E is a third sector chief executive in the West of Scotland. For E, leadership means passion, knowledge, vision, confidence, willingness to make difficult decisions; a great leader should strive to create independence in others. For him, Gandhi is at the top of the list of great leaders; Emily Pankhurst was also cited as someone who changed peoples' lives forever in a positive way. Often inspirational leaders who may have transformed an organisation or individuals can court controversy; sometimes controversy causes people to sit up and take note – people listen when engaged.

T works with children in the Independent sector; she thinks it's important to highlight the difference between leadership and management. Some staff see themselves as leaders and they don't hold management positions, rather they see themselves as leaders in their place of work; for T there is not enough said about leadership in early years and childcare. T feels that the move towards the requirement for professional qualifications and registration is a positive thing because it places more of an emphasis on quality and standards. T uses different ways to engage staff and encourage them to think about their own development and think about their leadership potential; peer observation, mentoring and training are all ways T thinks staff can be supported to develop.

