

# Leading a rare patient group

## Glossary

### Autocratic

Relating to a ruler who holds all the power.

### Autocratic leadership

This is the opposite of democratic leadership as the leader makes decisions without taking input from any lower level members of the team. They are thus expected to go along with any decision the leader proposes and their expertise and ideas are not listened to or used effectively.

### Characteristics

A feature or set of features belonging typically to a person, place, or thing which serves to identify them.

### Charisma

Attractiveness or charm that can make others more devoted to a person or make them more liked.

### Coach

When an experienced person in a certain profession or skill, provides advice to others to help them develop in that field.

### Coach style leadership

A leader using this style focuses on identifying and nurturing the individual strengths of each member in their team. They focus on strategies that will allow the team to work more effectively together. This is similar to democratic leadership but puts more focus on the growth and success of individual employees.

### Delegation

The act of assigning tasks and responsibilities to others within a team or organisation.

### Democratic

Democratic means based on the principles of democracy. Democracy refers to a system where most of the power is given to the larger population rather than a few ruling individuals. It is thought to be a fair and inclusive way of governing.

### Democratic leadership

Within this style, the leader makes decisions based on the input of each team member, so that each has an equal say on the direction of a project but the leader makes the final call. This is

one of the most effective styles as it allows lower level members to exercise authority and learn skills for later positions they might hold.

### Figurehead

A visible representative of an institution or organisation.

### Inherent

Existing in something as a permanent characteristic feature.

### Interpersonal

Interpersonal skills are the skills we use every day when we communicate and interact with other people, both individually and in groups. People with strong interpersonal skills are often more successful in both their professional and personal lives.

### Laissez Faire

A French term that translates to 'let them do.' Related to a style of governance with little interference.

### Laissez-Faire leadership

The French term 'Laissez-Faire' translates to 'let them do.' Leaders who utilise this style give nearly all authority to their team members. This can empower employees by affording them trust and freedom, however it can also lack direction, limit development and overlook critical growth opportunities within an organisation.

### Leader

The person who leads a group of people or organisation towards a goal.

### Leadership

A process by which a person influences others to accomplish an objective and directs the organisation in a way that makes it more coherent and cohesive. In its most simple form leadership is the action of leading a group of people or an organisation.

### Objective

The desired results of a project, its aim and goal.

### Patient group

An organisation set up to represent the views of patients and families around all issues relating to a condition, from diagnosis, care and management, and treatment.

### Policy

The policy of an organisation is a set of principles, rules and guidelines that are adopted to help it achieve its goals and aims

### Procedure

A particular way of accomplishing a task or achieving a goal.

## Psychology

The study of mind and behaviour. This means we are looking at the different ways leadership has been thought about in the past and present.

## Rational

Thought based on reason or logic.

## Reprimand

A formal expression of disapproval. If you are reprimanded this means that someone has expressed disapproval at something you have done and may have issued a warning or punishment also.

## Resilience

Means knowing how to cope in spite of setbacks, or barriers, or limited resources.

## Situational

Related to or dependant on a certain set of circumstances or a certain situation.

## Social services sector

This refers to non-profit and non-governmental organisations, such as NGOs, charities and social enterprises. The aim of this sector is to achieve a range of goals related to social development. It is also sometimes referred to as the third sector.

## Strategy

A plan of action designed to achieve a long-term or overall aim.

## Strengths

A persons strengths refer too activities and tasks they are good at and skills they have a strong grasp of.

## Value

How much something is said to be worth.

## Vision

An idea or mental image or something, the ambition and ultimate goals of an organisation is called its vision.

## Weaknesses

A persons weaknesses refer to areas, activities and skills that they are not as good at and which may need improvement and special attention to become better at.