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400		
	STRATEGY	
	Conceptualising Moral leader Creativity &	3
	Ceremonial innovation	CO
	duties VALUES LEADER	-
CONT.	a FIGUREUS Initiator	\rightarrow
20	Analyser	nstitute
	STRATEGIST VISIONARY & Effective	(1)
	Seek & transform ENTREPRENEUR communication	
	information	2
	MONITOR & Equality Gaining influence	-11
	DISSEMINATOR Expertise Persons ibility	. 11
1000	Expertise Responsibility SPOKESPERSON	0
	& BROKER Networking	\subseteq
X 1 X 1	Efficiency Transparency	0
	MANAGEMENT WILL TO LEAD LEADERSHIP	ducational
	Coordinating	<u> </u>
	operation Encouragement &	2
	COACH & motivation	2
	& ORGANIZER FACILITATOR	70
	Managing Develop culture	_
1	internal RECOURSE Impartiality	(1)
1	efficiency ALLOCATOR Promote learning	0
1	CHANGE	_eadership
1	Accounting DISTURBANCE AGENT	0
1	& prioritising HANDLER Change	7
	Crisis management ACHIEVER management	5
1	Promoting	2.
1	Attaining results effectiveness	0
	ACTION LINIVERSITY OF INVIGE	VI X
1	UNIVERSITY OF JYVÄSK	ILA