

Baldrige Glossary **HD**: Leadership System

Leadership System

The term “*leadership system*” refers to how [leadership](#) is exercised, formally and informally, throughout the organization; it is the basis for and the way [key](#) decisions are made, communicated, and carried out. It includes structures and mechanisms for decision making; two-way communication; selection and development of leaders and managers; and reinforcement of [values](#), [ethical behavior](#), directions, and [performance](#) expectations.

An [effective leadership system](#) respects the [capabilities](#) and requirements of [workforce](#) members and other [stakeholders](#), and it sets high expectations for [performance](#) and [performance](#) improvement. It builds loyalties and teamwork based on the organization’s [vision](#) and [values](#) and the pursuit of shared [goals](#). It encourages and supports initiative and appropriate risk taking, subordinates organizational structure to [purpose](#) and function, and avoids chains of command that require long decision paths. An [effective leadership system](#) includes mechanisms for the leaders to conduct self-examination, receive feedback, and improve.

Baldrige Best Practice Link: [Leadership System](#)

Note: [Blue](#) words above are hyperlinks to other [GLOSSARY HD](#) terms and their definitions.

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