

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.



A is a local authority worker in an area of rural diversity. For her, leadership is a complex process. Bureaucratisation of social services stifles leadership – media scrutiny, media disasters and changes in legislation all have an impact on our work. A great leader should have integrity, perception, effective communication and honesty. Once fear is gone, creativity is possible; it's about developing safe uncertainty.

N is a local authority manager with significant line management responsibility. N reflected on her own experience as a manager and concluded that she was a better leader than a manager. She felt passion, enthusiasm, the ability to translate policy into practice were all key to the role of an effective leader. "Creativity goes hand in hand with great leaders; managers often don't have that creative vision."

