



Forestry Commission
England

Growing leaders

The FEE leadership model



Embed these
behaviours into
your everyday
working practices
to demonstrate
**exemplary
leadership**

People skills

Valuing

- Noticing and acknowledging, listening and hearing, valuing and caring.
- Understanding differences of personality, motivation and style.

Coaching

- Using constant feedback to coach people.
- Developing leadership and management skills.

Delegating

- Empowering people through exemplary delegation.
- Keeping people motivated.

Drive skills

Believing

- Being driven by vision, values and self-belief.
- Energising people so they energise others.

Deciding

- Promoting vision-based strategic activity.
- Assimilating different views to reach clear conclusions.

Challenging

- Constructively questioning behaviour to develop more rounded decision-making.
- Looking for different ways of doing things to share and explore.

Impact skills

Committing

- Being confident, credible and self-aware.
- Demonstrating that what you say is what you do, and that expect the same of others.

Creating

- Encouraging risk-taking to grow and learning from failure.
- Recognising your personal strengths and weaknesses and how to work with both.

Interacting

- Developing your own communication style.
- Engaging people at every level of the organisation.