

Leaders need a little 'Diva' and a lot of B-ACTIVE



Dr Charles du Toit

I recently watched a video of Eric Schmidt, former CEO of Google, discussing the importance of hiring “divas”—those who drive for excellence, assert themselves clearly, and push for results. His point resonated with me, especially in the context of leadership. Great leaders stand at the front, boldly setting direction and demanding accountability. They inspire their teams to deliver without compromise.

However, if every leader were a diva, chaos could follow. Leadership requires balance. Over the years, I've asked thousands of leaders what qualities they value most. After clustering responses, I've developed a simple acronym for great leadership: B-ACTIVE.

B stands for Brave. Great leaders aren't swayed by popularity; they stick to what's necessary, even under pressure. Leaders who lack courage create uncertainty, unsettling teams and organizations.

A is for Able. Leaders must be on top of their game, both technically and in managing people. A leader who can't handle the complexities of leadership leaves their team frustrated.

C stands for Connected. Today's leaders need to build genuine relationships with their people. Gone are the days of autocratic leadership—modern leaders inspire through empathy, honesty, and transparency, connecting their teams to a shared vision.

T is Trustworthy. Trust is the foundation of leadership. If a leader earns trust through consistency, competence, and care, they gain the power to influence and lead effectively.

I is Invested. A great leader is invested in their team's growth, helping individuals become the best version of themselves. When people feel supported and see personal progress, they become intrinsically motivated.

V stands for Visionary. Leaders must know where they're going and communicate that vision clearly. A shifting or vague vision confuses teams. True leaders constantly reinforce their direction, creating alignment.

E is Ethical. In a world where ethics can feel compromised, great leaders must stand firm in integrity. Trust is built when leaders act consistently and ethically, without manipulation.

These traits—Brave, Able, Connected, Trustworthy, Invested, Visionary, and Ethical—define great leadership.

None of them are complicated, but they require emotional intelligence and constant self-reflection. Great leaders aren't just "divas" driving results; they're balanced, grounded, and committed to their people and vision.

A link to the video <https://www.instagram.com/reel/DAGPzr8qAB7/?igsh=dXpzZWJnbGw4cDI2>



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