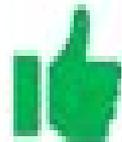


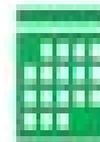
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Flexibility and efficiency
Personal development
Taking diversity into account
Strong collaboration



Difficulty of assessment
Lack of coherence and clarity
Little long-term vision
Specialised skills for the Leader



Changing or innovative context
Importance of collaboration & values
Need for employee development
Social or family organisations



Highly structured environment
Inexperienced leader
Very experienced staff
Lack of time

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