

Former General Electric Jack Welch CEO: the quality of leadership is both innate and moderate, through training

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Once accurate answers are given to these issues, an organization's culture and productivity can advance to new heights. Conversely, misunderstanding the problem, the development process of the business can be downhill.

*Note : This article will provide readers with a clear answer to these questions, translated from **Jack Welch** 's share - former General Electric CEO (GE), chairman of the **Jack Online MBA Institute**. **Welch Management Institute** and his wife, **Suzy Welch** - an economic speaker and journalist, author of many bestsellers on LinkedIn. Through online MBA programs, Jack Welch Institute of Management has changed the lives of practitioners by providing them with solutions to become excellent leaders, building great teams. Great and help them to bring their organizations to win the increasingly tough competition market.*



Before clarifying the above problem, let's talk about the definition of **leadership** . It includes a number of essential qualities but **does not include the ability to unify** - the quality required for all leadership positions, **not including intelligence** - which is considered a "ticket" to anyone who wants to attend Entering the game in a global market situation becomes very complex and does **not include emotional maturity**.

According to Jack and Suzy Welch, **the leadership includes five qualities** : three of which are innate, the other two can be honed by experience and training.

*From our experience - the first element of leadership is **positive energy** , ie the ability to maintain all activities with full health and optimistic attitude regardless of good or bad situations.*

*The second factor is the **ability to transmit "fire" to others** , that is to help them explore their own positive energy source to face every challenge and complete all tasks.*

*The third factor is **sharpness** - that is, assertiveness, certainly, "Say Yes" or "Say No", not "perhaps" or "maybe" .*

*The fourth characteristic is that the leader must have **passion** . They focus on what they want, care deeply about the problem. They sweat and they believe.*

*The fifth and final **feature** , **execution capacity** , is the ability to effectively complete the job.*

You can imagine the positive energy and the ability to transfer energy to others very special - almost not everyone can copy or obtain. Basically, they belong to personality. Similarly, passion is also innate. Some people express this very intensely. They love people, life and work naturally. Passion in them. Passion is them.



Sharpness and performance are very different. New employees rarely possess these two qualities, so middle managers are forced to train. However, the best "teacher" is a challenge and practical experience. That is because sharpness and execution power are a very wide "function" of confidence. You can say yes or no sure when you have experienced thousands of such difficult situations and have seen the effect of each of your definitive decisions.

Likewise, only in real challenges, new managers feel the power of making decisions quickly, great responsibility and rewarding results. They may also experience losses when making false execution strategies - an error that most successful leaders never repeat a second time during the process of taking that position.



So are **the leadership qualities innate or trained** ? He answered (perhaps not surprisingly) **both** . At the moment, the best strategy is to hire people with energy, capable of transmitting "fire" and passion; then, exploring their power by training and developing to form the next two qualities of execution capacity and sharp ability.

Promote those who have the potential of all these qualities. However, remember that not everyone has the ability to become a leader.

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