

The Leader in You



pod:
consulting ltd

Leadership

- Strong leadership is critical to business success:
 - How would you describe your leadership style – your strengths and areas for improvement?
 - How would your employees describe your leadership style / the leadership effectiveness in your organisation?
 - Do you role model the standards, behaviours and ways of working you expect of your employees?

What makes an effective leader?

- Possesses integrity
- Sets clear goals
- Clearly communicates a vision
- Expects the best from the team
- Encourages and supports
- Recognises good work and people
- Provides stimulating work
- Helps people extend themselves
- Inspires and motivates

How does that apply to me in my business?

- Everyday you are influencing others
- Setting goals for yourself and others
- Communicating your vision through your business
- Showing others how to achieve the best through the overall delivery of your services/products
- Encouraging and supporting your clients to develop through your expertise
- Undertaking stimulating work
- Inspiring and motivating

What is your compelling leadership story?

- The ability of leaders to achieve business success is largely influenced by the extent to which they have their own act together.
 - Do you have a compelling retention strategy?
 - Why would a great employee want to work for you?
 - Do you take time to understand your employees?
 - Are you a respected leader?
 - Do you have hot projects to offer?

What is your compelling leadership story?

- Will your great people have an opportunity for high impact?
- Are there opportunities for development?
- Do you deal with low contributors?
- Do you come across as credible and honest?

What is your leadership style?

- Trait theories – personality and characteristics
 - It's your beliefs and processes that you use that matter
- Behavioural theories – how leaders behave
 - Autocratic – make decisions without consulting
 - Democratic – allow team to provide input before making a decision, buy in
 - Laissez-faire – don't interfere, happens when team is motivated and highly capable
- Contingency theory – the situation matters
- Power and influence theories – using power to achieve a result, leadership style emerges as a result

Emotional Intelligence

- The ability to manage people and relationships is very important for all leaders, so developing and using your emotional intelligence skills can be a good way to develop your leadership skills.

Developing strong people skills

- EI is the ability to recognise your emotions, understand what they're telling you and realise how your emotions affect people around you. EI also involves your perception of others – when you understand how you feel, this allows you to manage relationships more effectively

Emotional Intelligence

- People with strong EI are:
 - Usually successful
 - Self aware
 - Self regulating
 - Motivating
 - Effective in terms of their interpersonal skills

How to develop your leadership skills

- Mentoring
- Effective delegation
- Understand 'team types' and your individual team members
- Learn how to motivate your team/clients/suppliers
- Enhance your conflict resolution skills
- Seek feedback on your performance

Seek feedback on your performance

Leaders are often reluctant to ask for or gain feedback (including 360 degree questionnaires) from their employees/ management team/ customers

- Why? Fear?
- What are the benefits if they do ask for it?
 - Help you develop, improve and achieve better results personally, professionally and for your business...

Something to think about....

- What is my preferred/natural leadership style?
- What can I do to improve how I influence and/or lead people?
- What are my strengths?
- Do I exude expertise, credibility, confidence in a crisis, and do I keep everyone informed?

“Leaders within any organisation must be willing repeatedly to let go of old ideas and old ways of doing things and to develop new and better ones. They must be able to help each and every other person generate the high level of positive energy needed to do the same”

Noel M Tichy - Leadership guru and Professor of Management and Organizations at the Ross School of Business, University of Michigan

Do you want to learn more about your leadership skills and how to develop your potential as a leader?

0800 4 pod hr