LEADING IS NOT JUST FOR MANAGERS

intelligent inspiration

IN READING A RECENT SURVEY ABOUT WHAT SKILLS BUSINESS LEADERS WILL NEED IN THE FUTURE A STAGGERING 68% WANT BETTER BUSINESS SKILLS - decision-making, working cross-functionally, customer focused, managing projects, etc. and only 6% say they want better Leadership skills. Now call me old fashion but if you think about what causes people to get fed up at work I reckon most of the groans I hear about is the lack of leadership people get. Here's a question for you, *"How come people groan about other people and other leaders?"* If you keep reading the same survey another statistic may open your eyes as to why people are not focused on Leadership for the future…

• 83% of us are confident in ourselves

• 27% of us are confident in others

WARNING!!!

We are the "others" the others have in mind.

Since 83% of us are confident in ourselves that probably means we think we have leadership under control however, because only 27% are confident in others that means there is a huge gap between how we see ourselves and how others see us.

If you go into any big book store you will find literally 100's of good books on Leadership. Everything from "The Leadership Challenge" to the "One Minute Manager" but in finding a book to make your leadership ability more effective without having to read 200 pages of business models, case studies and flow charts can be quite a challenge. If you want to create a shift in how people see you and get your average so that the 27% figure improves try doing the things below. You'll lighten up someone's day!

> *How many 'development' books have you bought and not read thoroughly?*

10 THINGS TO DO WHEN LEADING IS HARDEST

Take encouragement or take action by thinking about the following points and how they can strengthen your personal leadership style:

1. You don't have to feel like a leader, in order to be a leader. Don't wait for that feeling, it comes from 'doing' it.

2. Lead your team even when they don't deserve it. None of us does all the time.

3. Choose to treat your team with respect! Even when hurt or angry, at least be as polite as you would be to a neighbour or colleague. If you wouldn't be rude to them, why should you be to your team?

4. Recognise that - just like you - your team sometimes needs somebody to comfort them. Give a hug, a touch, a reassuring word or listening ear.

5.   Make a decision to listen to, and understand your team - before you expect them to listen to you.

6.   Remember, it's not what you said, but what your team thinks you said that is the issue. In a conflict, keep to the issue in hand.

7.   Resist the temptation to say "…and while we're about it, another thing is…." It's extremely difficult to resolve multiple issues at the same time.

8.   Help and support one another in the 'little' tasks of life.

9.   On sensitive issues and during disagreements, feedback what you think your team is saying or feeling - before you say what you think or feel about the matter.

10. Appreciate your team. Be specific about what you like about them. If I ask people if they are happy, most say yes. But if I also ask them does your happiness make you feel fulfilled most say no. There is always something just out their reach that creates a gap between happiness and fulfilment. The good news is that gap is relatively close. It's just a question of knowing what you really want and raising your standards to get you there. That way you can become the best you've ever been!

By the way, if you are not leading a team, all of the above still applies to help other colleagues… it'll have enormous impact!!

"Employees respond to leaders who let them know
what they do is important and that makes a difference."

Mary Chapman
CEO Chartered Management Institute

Keep smiling,