


Leadership Essentials Program 

Leadership Essentials

Day One
Leadership Behaviour

Leadership Essentials Program 

3 essential leadership results

- Direction** • Vision, Mission, Strategy, Alignment, Culture, Values
- Speed** • Motivation, Systems, Structures, Management Practices, Skills, Influence
- Persistence** • Motivation, Work Climate, Stress Management, Teams, Goals

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Management and Leadership

- M =** • Doings things right
- L =** • Doing the right things
- L + M =** • Doing the right things right

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6 leadership Styles

- Directive** • “Do as I tell you”
- Relational** • “People come first”
- Visionary** • “Come with me”
- Democratic** • “What do you think?”
- Pacesetting** • Do as I do”
- Coaching** • “Let me show you”

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Visionary Style

“Come with me”

Primary Objective: Providing long-term direction and vision for employees


The leader uses their unique perspective on the business to establish a vision.

Shows how their work fits into the larger vision

Relies on dialogue with others

Assuring employees that the direction is in their long-term best interests

Monitors performance toward the established goals




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The democratic style is most effective

- When employees are competent
- When a leader is unclear about the best approach
- To draw out people's ideas and buy-in
- To increase flexibility and responsibility
- To increase morale



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Leadership attributes

Dependability


- The certainty of proper performance.

Bearing

- Creating a favorable impression in carriage, appearance and personal conduct.

Courage

- The mental quality that recognises fear of danger or criticism, but enables a person to proceed in the face of it with calmness and firmness.

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Leadership Actions

Know yourself and seek self-improvement

- In order to know yourself, you have to understand your *be*, *know*, and *do*, attributes. Seeking self-improvement means continually strengthening your attributes. This can be accomplished through self-study, formal classes, reflection, and interacting with others.

Be technically proficient

- As a leader, you must know your job and have a solid familiarity with your employees' tasks.



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Succession Planning: Key Elements

- Assessment of Key Positions**
 - What are the competencies and experiences needed to qualify for each key position?
- Identification of Key Talent**
 - Typically people at the top two levels of the organisation and high potential employees one level below.
 - Identified by their management's assessment of their performance and potential for advancement.
- Assessment of Key Talent:**
 - For each person on the radar screen, primary development needs are identified focusing on what they need in order to be ready for the next level.