

# *Demystifying Effective Leadership*



*Leadership is about influencing others to achieve defined outcomes*

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## *Demystifying Effective Leadership*

**Why is it necessary for owners, supervisors, and managers to be good leaders?**

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***Lesson Number One: There is no 'silver bullet' in the world of leadership***

- Master the core competencies
- Study every day
- Keep your eyes on the horizon

***Lesson Number Two: Leaders are required to:***

- Develop and maintain high performing teams
- Serve as a positive link between their team and their organization

***Lesson Number Three: Leaders must define the work in terms of responsibility***

- Avoid doing work that others can do
- Follow the rules of empowerment
- Make sure that your team members understand what is expected of them
- Practice 'commitment based' leadership

*Notes*

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## ***Demystifying Effective Leadership***

### ***Lesson Number Four: Leaders must empower team members***

- Select the best people to do a job
- Provide the required training and resources
- Clearly define the expected outcome(s) and empowerment levels
- Allow the responsible party to determine the methodology
- Resist the urge to get involved other than to avoid a crisis
- Reward the result and the methodology

### ***Lesson Number Five: Leaders must understand team dynamics***

- Storming, forming, norming and performing
- Teams create better results than any single individual
- The personality blend: visionary, implementer and maintainer
- DANGER - We tend to favor people who share our personality
- Teams must focus on problems rather than the people associated with the problem

### ***Final Lesson: Leaders must manage conflict***

- Focus on the individual's behavior rather characteristic
- Describe behavior that creates a problem
- Describe required change
- Get commitment from team member that change will occur
- Evaluate and communicate
- Failure to fulfill commitment requires action on the leader's part

*Notes*