

Being a strong, transformative leader

Spotlight : Transform! Summit

Steph Hinds

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Talk About

01
Why

02
Looks like

03
5 keys

**“The success of a
business
is highly reliant on
brilliant leadership.”**

01 Direction

Mapping where you need to go to win

- You set the direction
- Leaders role to map
- Everyone needs to know the map

01 Tone

Set the tone & guide people

- How you want to get there
- Why it's important
- A destination with no guide is just as disastrous

01 Control

You are in the drivers seat

- Where you want to point the business
- When to turn
- When to change direction
- How fast
- How many people

The background is a vibrant pink with a watercolor texture. Large, faint, semi-transparent quotation marks are positioned around the central text, with the opening quote on the left and the closing quote on the right.

**You can't walk a
straight line without a
path to follow**

02 Vision future

- Map

- Where they want to be
- Direction

- How

- Team
- Priorities

02 Execution

- Execute

- Not on wall
- Live & Breathe

- Communicate

- Team
- Crucial journey

02 Self-Aware

- Understand themselves

- Strengths + Weaknesses
- Leadership style

- Drive

- Love what you do
- Believe in what they do

**If you aren't waking up
everyday doing exactly
what you want to do,
you will never be
performing at your best**

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02

Leader vs Manager

- Leaders

- Do the right thing
- Learning everyday

- Managers

- Do things right
- How & when vs what & why

02 Coach

- Motivate

- Develop team
- Understand operate

- Stories

- Inspire People
- Inspire Action

How

03

5 Key Things

OKR'S

Objectives & Key Results

EMPOWERING TEAM

They are your #1 asset

LEARNING PLATFORM

Create a culture of Learning

DAILY HABITS

Constant improvement

BEING A LEADER

Accountable

03

OKR's

- Objectives

- 3-5 Key Objectives Business
- Big Objectives

- Key Results

- Tracked (monitored)
- Business vs Team

03

Empowering

- People

- Belong. Targets
 - Utilise skills - brainstorm

- Feedback

- Daily Feedback Loop
 - Communicate progress
 - Performance Review

03

Learning Platform

- **Share**

- What we learn
 - Learning Culture

- **Structure**

- Learning plan with team
 - Formal vs Informal
 - Soft Skills

03

Daily Habits

- You

- Habits. Reflection
 - Learn > Execute

- Team

- Questions
 - Focus

03

Being a leader

- You

- Accountable
 - Practice. ie Priority

- Rules

- Job
 - Structure

CHECKLIST

Amazing leader

- Setup OKR's for Business
 - Remember 3 Objectives & 5 Key Results for each Objective
- Setup OKR's for Team
 - These should align with the business OKR's
- Setup review structure for monitoring results
 - This also needs to be communicated & shared with team

Amazing leader

- **Setup Performance Review Structure**

- Quarterly with the team focused on them

- **Performance Review Template**

- OKR's (progress), Learning plan, 1% Improvements

- **Setup daily feedback loop**

- Sharing Learning
- Sharing Improvements

Amazing leader

- Setup Action time
 - To execute / action feedback
- Setup Daily Reflection
 - Journal, questions to ask. Time to review
- Find an accountability buddy
 - To help keep you focused & on track

**Dream.
Believe.
Create.
Succeed.**

Steph Hinds

Thanks



@growthwise



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