



10 LEADERSHIP ESSENTIALS

History's pages are filled with many outstanding leaders who have left a lasting impact on our lives and the world, those leaders who have dared to dream bigger than the rest of us and then stopped at nothing to achieve it.

Steve Jobs, Nelson Mandela and Winston Churchill are obvious ones but there are also leaders closer to home, like the people who found charities to address a need in the community, or our kids teacher who brings out the best in them, or, local business owners who take young apprentices under their wing and become their mentor.

Theses highly effective leaders who impact our lives, whether it's on a larger or smaller scale, all have common Leadership traits at their core which significantly contribute to their success.

1 ALLOW YOURSELF TO BE LED.

Leadership comes from within. It's a spirit. It's an attitude. To lead requires you to first be led by someone who is more successful and wiser than you. Allowing yourself to be challenged by someone you respect and trust will bring about a change in your thinking and they keep you accountable.

The result is clarity, increased leadership effectiveness, posture, passion for your vision and an increase in your influence to lead others.

Are you being led? If not, who could lead you?

2 LIVE AND BREATHE YOUR VISION.

Great leaders cast vision to create hope for their team! Life without a dream or vision is NO life at all. An effective leader lives in the future and it skilled at not only effectively communicating their vision to their team (because you can't do anything great on your own), but they are highly effective at inspiring their team to achieve it.

Do you have a clear vision?

Is your level of motivation where it needs to be to drive the vision?

Has your team taken ownership of your vision?



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3

SET CLEAR EXPECTATIONS.

To Lead4Growth, you must have clear expectations.

Communicating clear expectations requires you to identify the vision, the strategy, the tactics and the values and behaviours that are critical to achieve the vision. You must then break these down into the individual roles of each team member so they can see how they fit into achieving the big picture.

Have you set clear expectations for yourself and your team?

How do you keep yourself and your team accountable to achieving them?

4

LEAD BY EXAMPLE.

Setting the right example as the leader is a fundamental leadership principle to inspire people to believe in who you are, and what you stand for. If you don't set the right example, who will?

Are you really committed to your vision and the strategies, tactics, values and behaviours required to achieve it?

Do you lead by example in these areas?

5

GROW YOUR INFLUENCE.

Influence is a key characteristic of a leader, if not THE most important one!

A leadership title, a position or a job description doesn't make you a leader. Influence does. You can be the CEO of a large multi national, or the owner of a local business, but without influence, you will truly lead no one because no one will be following you.



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5

GROW YOUR INFLUENCE. (cont'd)

You grow your Influence as the Leader by implementing the right Influence strategies. Once you build your influence you can then use it to develop your key people. Your key people will determine how successful you become as the Leader.

Some strategies that grow your Influence include building trust and credibility, adding value to peoples lives, being able to effectively communicate with your team as a group and one on one, empowering people with the Vision and discerning how to best lead each individual on your team.

How much Influence do you have with your key people?

How could you improve?

6

FACE PROBLEMS HEAD ON.

As the leader, you must face your problems head on and solve them.

Procrastination dilutes your influence and it dilutes the performance of your team members.

Don't give a problem more attention than it deserves, just deal with it and move on and don't let your team dwell on problems unnecessarily either.

Problem solving is the greatest personal growth process. Overcoming adversity builds confidence, strength, character and your influence.

Are there problems you are facing right now that you need to tackle head on?



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7 EMBRACE CHANGE.

Change is happening around us all the time, whether we like it or not! It's either change and adapt or die!

It's up to us as leaders to determine what change is required to remain competitive and then lead the way. This is a big responsibility – leadership is a big responsibility.

What changes are you facing in your business and life you need to deal/adapt to?

What external changes are impacting your business that you need to adapt to, to remain competitive?

8 CONTINUALLY GROW YOURSELF.

The leader will always determine the level to which the business will grow and adapt to change.

Outstanding leaders understand the need to continually grow their leadership skills so they become more effective. They know their performance will determine the performance of their team and the business.

A business can only grow as far as its leader.

What are you learning right now?

What are you reading?

What are you listening to?

Are you being led by someone wiser and more successful than you?

What courses are you doing?

How are you encouraging and providing opportunities for your team to grow themselves?



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CREATE A WINNING TEAM CULTURE.

Culture determines how people think and how they behave – the two key drivers of your success.

A winning team culture is the only way you will achieve a stellar performance from your team. Without it, you will do nothing great!

It's your responsibility as the leader to drive and build your culture and you must focus on this everyday. It takes a great deal of effort to build it, but only minutes to damage it, so you must stay vigilant and consistently build and maintain it.

What is the culture like in your business?

What do you need to do to improve it?

10

SURROUND YOURSELF WITH HIGH PERFORMERS.

You can't do anything great on your own, so who you surround yourself with will have a significant impact on the level of your success.

Iron sharpens iron. Like minded and talented people fuel, encourage and inspire each other to keep striving to achieve the vision. They take ownership of their responsibilities and keep pushing until they achieve what they set out to achieve.

As the leader, what do you need to do to further develop the skills of your key people?

Do you need to make some changes to your team?

How good are you at keeping your star performers? Could you improve?

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