

Agenda

Leadership vs Management – The essential difference

Top Leadership Skills for Business

How to Improve Your Leadership Skills





	Leadership	Management
Purpose	Dealing with change	Dealing with complexity
Focus	ThinkingChange and innovation"Doing the right things"	DoingExecution and implementation"Doing things right"
Main Processes/ Skills	Formulating visionsAligning peopleMotivating and inspiringInfluencing	Planning projectsOrganizing peopleMonitoring progress and performanceProblem-solving
Orientation	FutureLong-term	PresentShort-term
Daily Work	High-levelStrategic	 Ground-level Tactical
Seeks to Achieve	ChangeNewnessEffectivenessMovement	OrderConsistencyEfficiencyStability

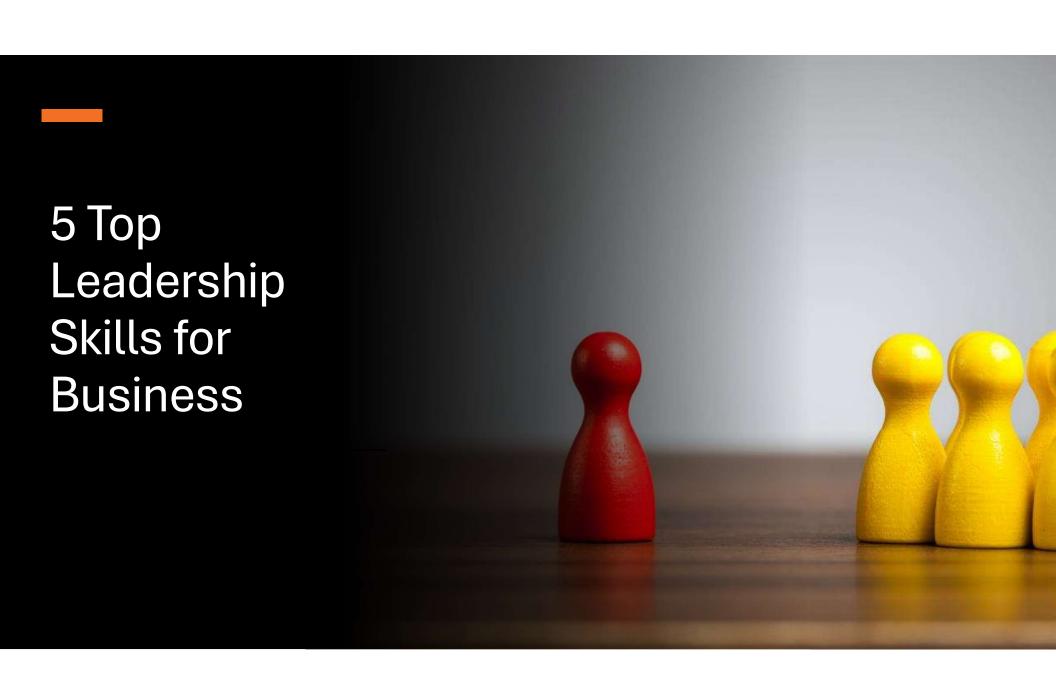
Question #1

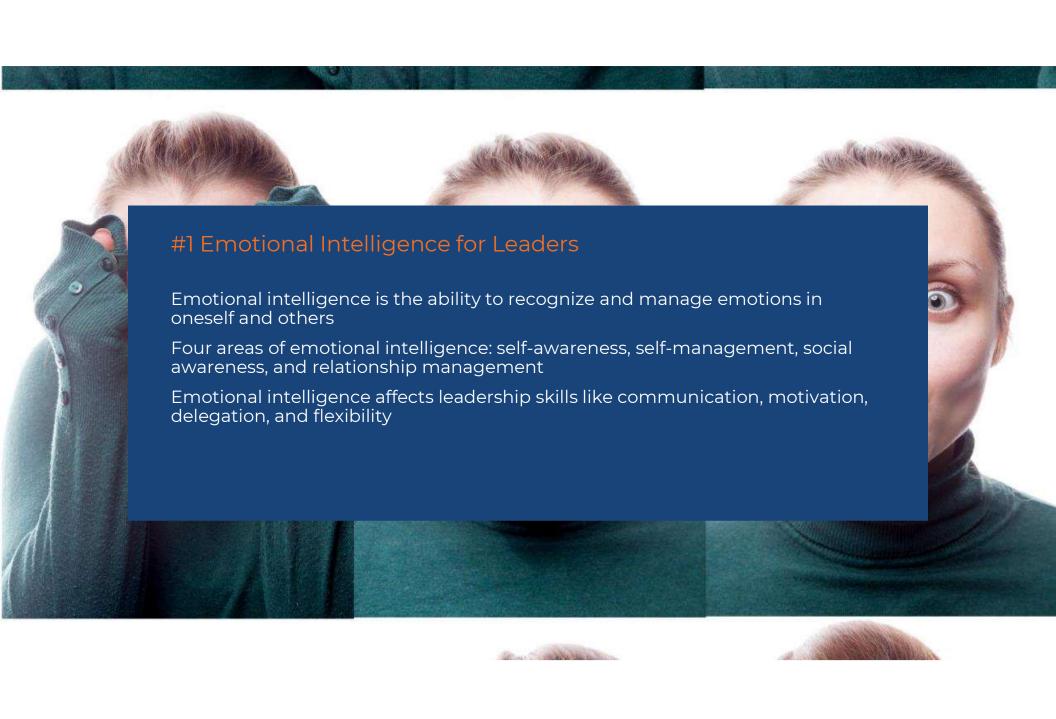
A leader's focus is on "doing the right things" (vision, change, strategy) where the manager's focus is on "doing things right" (execution, efficiency, consistency).

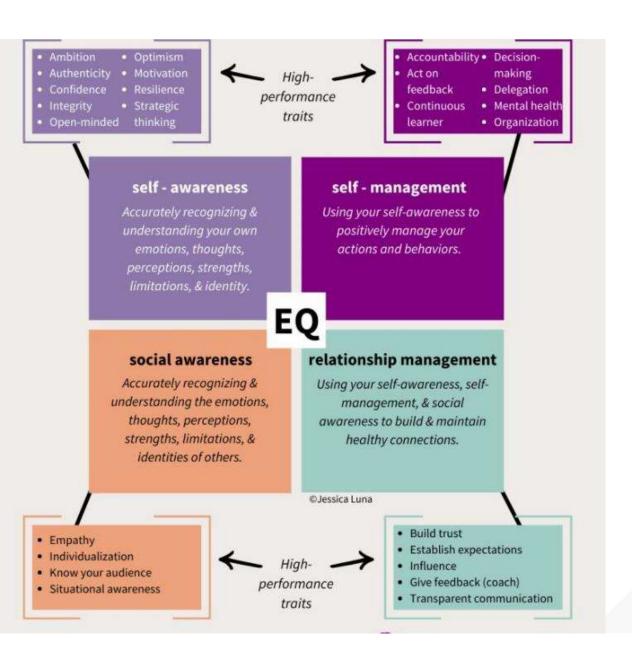
Describe a recent professional scenario where you were responsible for both **formulating the vision** and **organizing the people/processes** to achieve it.

Which aspect of that role (steering the vision or powering the execution) did you find more challenging and why?







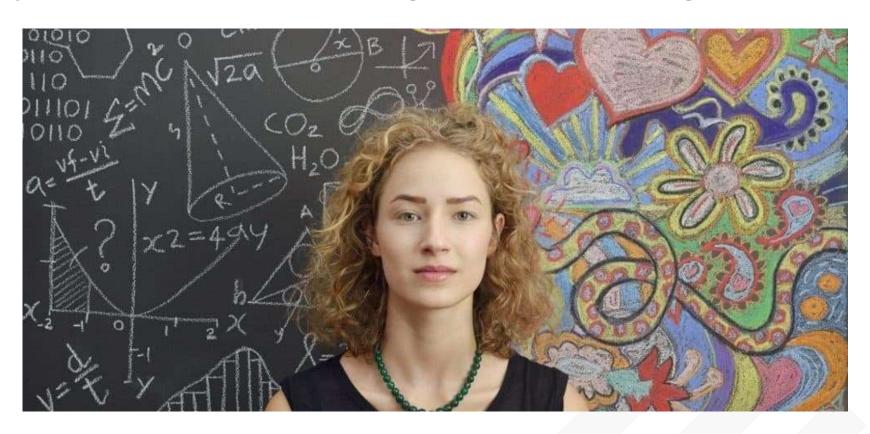


4 Core Competencies of Emotional Intelligence



Emotional Intelligence Test

https://icebreakerideas.com/emotional-intelligence-test/#Emotional_Intelligence_Test





Communication Skills for Leaders

Communication Skills for Leaders

- Adaptability
- Active listening
- Transparency
- Clarity
- Inquisitiveness
- Empathy
- Body language



Communication

Impromptu Question

Which communication skill resonated with you the most?





Paradoxes of Management





Paradox of Authority:

You are responsible for what other people do.

Strategic Response: Leaders must shift their mindset from exercising authority to cultivating interdependence





Paradox of Focus:

To focus on the work, you must focus on the *people* doing the work.

Strategic Response: Effective leadership hinges on the ability to delegate, which is an act of trust with two critical dimensions:

- Competence: The belief that a person knows the right thing to do.
- Character: The belief that a person wants to do the right thing and has an "enterprise-wide view" to think about the bigger picture.





Paradox of the Team:

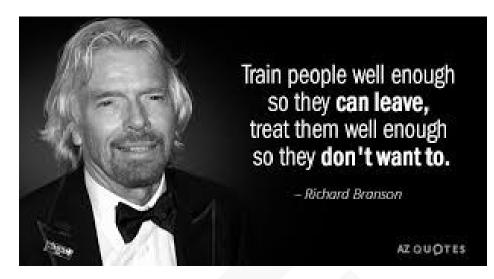
You must make the group a cohesive team without losing sight of the individuals on it.

Strategic Response: Establish a shared purpose and common values. Identify and then "unleash or amplify" the unique talents and passions of each individual, channeling them toward the collective goal.

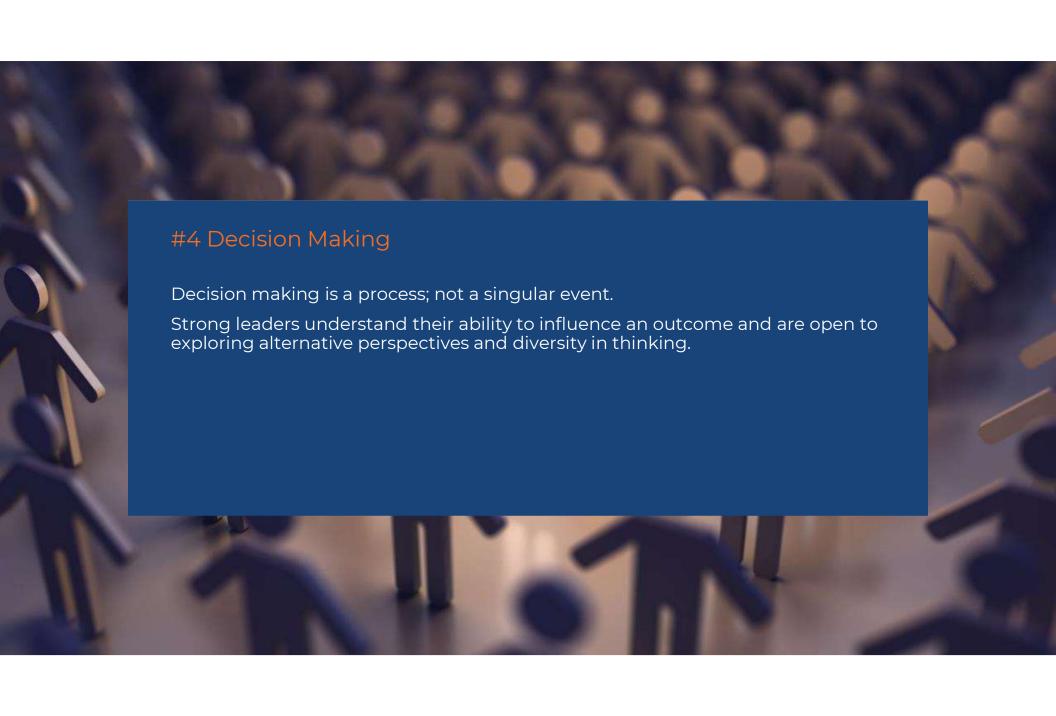


Strategies to Empower Employees

- Building a culture of trust in your organization
- Delivering honest feedback
- Showing empathy
- Fostering open communication
- Being purpose-driven
- · Amplifying each person's talents and passions
- Supporting growth opportunities



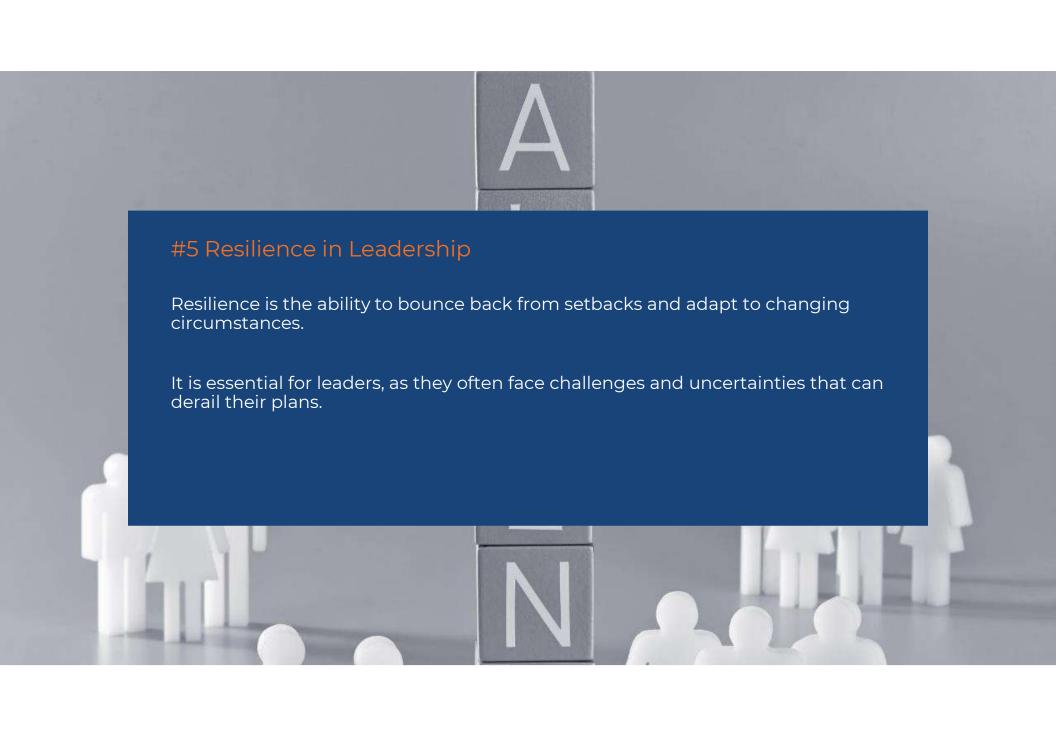




Decision Making

- Frame the Decision
- Structure your Team
- Consider the Timeframe
- Establish your Approach
- Encourage Discussion and Debate
- Navigate Group Dynamics
- Ensure the Pieces are in Place for Implementation
- Achieve Closure and Alignment



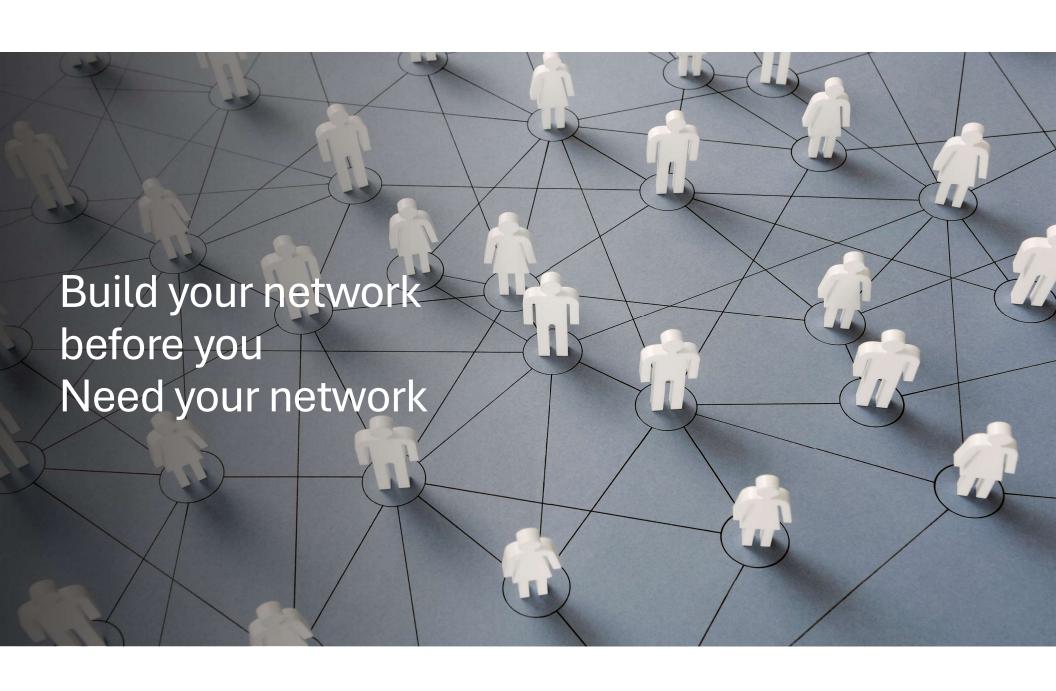


Resilience

Resilience Strategies Include:

- Reflecting on a situation and assessing options before acting
- Striving to continuously learn and improve yourself and your team
- Remaining purpose-driven at all times, even during stressful situations
- Developing partnerships that can broaden your team's perspective and capabilities.
- Cultivating strong relationships with friends, colleagues, and mentors you can leverage during times of crisis



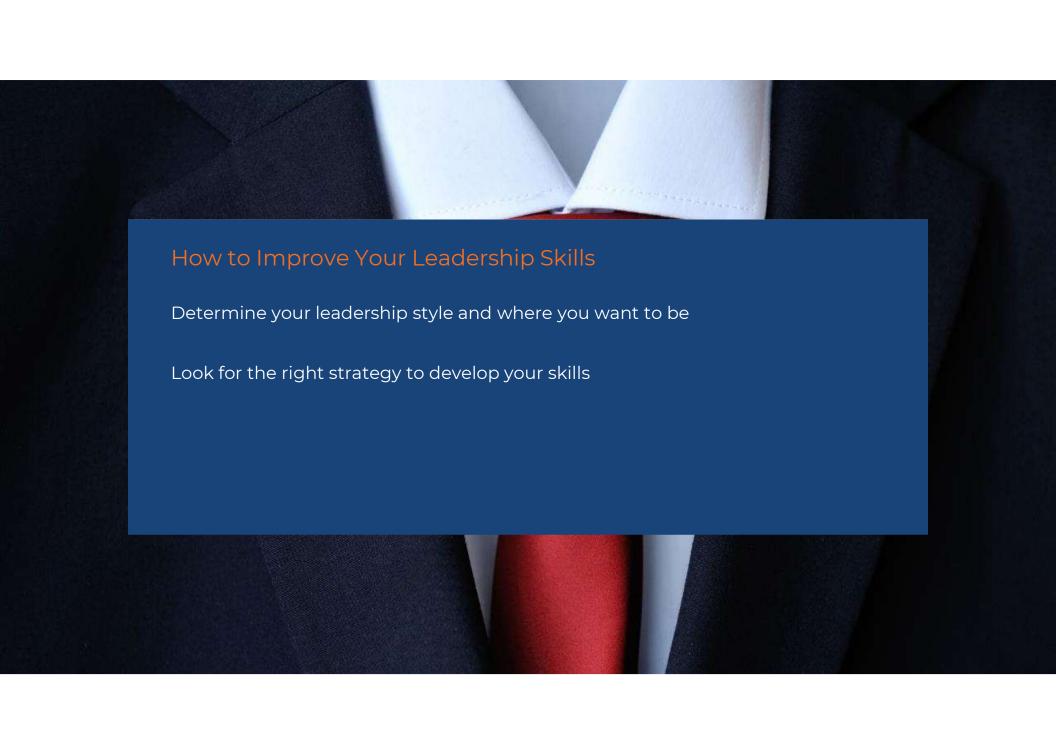


Question #2

Considering the leadership skills highlighted in the articles and from your own personal and professional experience, what are the most **impactful traits** that have shaped your own **leadership style**?

Describe a scenario where you had to execute a specific, challenging leadership skill.





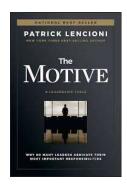
Leadership Styles

- **Approachability**: A leadership style embodied by warmth and authenticity that builds deep connections with team members.
- Credibility: A leadership style embodied by humility, competence, and resolve, in which the team views the leader as deserving of their trust and commitment.
- **Aspiration**: A leadership style embodied by a clear vision and high expectations, which motivates team members to perform to their fullest potential.



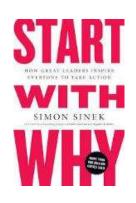
Setting a Strategy to Develop Your Leadership Skills

Leaders are Readers: recommendations for leadership books



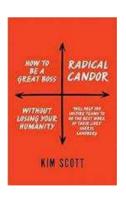
Lencioni explores why many leaders avoid the tough, sometimes unpleasant responsibilities of leadership and offers a refreshingly honest take on what motivates real leaders.

Focus: leadership responsibility



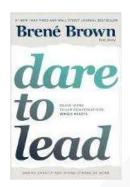
Sinek provides a three-step framework that purpose-driven leaders use to inspire people to take action.

Focus: lead with purpose



Scott provides three simple principles for building better relationships with your employees: make it personal, get stuff done, and understand why it matters.

Focus: communication



Brown focuses on building a strong culture at work through vulnerability, courage, core values, and trust.

Focus: team culture



Setting a Strategy to Develop Your Leadership Skills

Leaders are Listeners: recommendations for podcasts











Description:

challenges listeners to embrace flexibility and rethink how they approach leadership, teamwork, and growth

Description:

explores a range of high-level topics and answers critical questions that senior-level leaders face today

Description:

bite-sized podcast drops 20-minute episodes that covers core everyday leadership topics

Description:

an executive coach works with real executives and emerging leaders as they navigate actual workplace challenges

Description:

aims to shift listeners to challenge the status quo and be brave unapologetically



Setting a Strategy to Develop Your Leadership Skills

- Fully leverage your mentor in this program
- Create your own personal advisory board
- Prioritize time away at industry events
- Volunteer with industry organizations
- Continue to invest in yourself
- Seek feedback



Question #3

What are the one or two traits you will work on first to become a better manager or team leader?



