

Leadership Development

Leadership development is both a key priority and a key concern for businesses today. In this article we'll look at what development is needed for leaders within your business.

"Leadership development is not an event." ~ John G. Agno

Skills and Experience of Leaders

There are so many different skills and experiences, a leader can have, the ones required often depend on the type of role and company they are being hired into. Having said that there are some very common things they all must have. These things may have different labels but the outcome is the same.

Leaders know how to set direction; they know how to get things done; they can articulate needs; they can engage others to help deliver their goals; they are able to recognize emerging problems; they can simplify by cutting through complexity; they can get the people and resources they need; they can inspire; and they know when to follow.

This list could go on forever and there are many training and development programs that can build these skills. But as you know these alone are not enough.

What else makes a great leader?

Beyond the technical skills and experience, Leaders are required to have:

- Personal Awareness - An understanding on ones own values, beliefs, mindset and motivation that either strengthen or limit success.
- Personal Impact - Build and enhance relationships through influencing, communicating, decision making and motivating others.
- Personal Effectiveness - The ability to focus and manage time to remain healthy and productive.

Leaders need to be congruent with what they say and what they do, today more than ever they need to be able to 'walk the talk'.

What can you do?

It's fair to say that leadership development within a business diminishes as the leaders grow in experience and tenure. What is there for them to learn once they become Managing Director or General Manager etc. anyway?

Great leaders continually learn, they always look for ways to grow and contribute. Once the 'basics' of leadership development programs are in place i.e. programs that help leaders with everything 'outside of themselves' (Vision, strategy, team etc.) the focus needs to be on self development because by better understanding themselves they will better understand how to lead and more importantly develop the others - the next generation of leaders.

Specifically you can:

- Make sure you have core leadership development programs in place. These should continuously be updated to reflect the current workforce (generational differences, political and economic climate etc.) so create refresher programs or abridged versions for leaders who have done them before.
- Wellness programs are becoming more essential now that leaders are accessible 24/7
- Find a coach and/or mentor for them who can help them explore their values, beliefs, mindset and motivation. They can also hold up a mirror, challenge them and if necessary hold them accountable for their ongoing development.
- Have them be responsible to directly coach others in their organization and to encourage others to do the same.

Quote for the Month

"Leaders are hired for their technical skills and experience but are fired due to a lack of leadership ability." ~ John G. Agno