THE PERFECT *LEADER*

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The 7 I´s of Leadership: INSIGHT, INICIATIVE, INSPIRATION, INVOLVEMENT, IMPROVISATION, INDIVIDUALITY, IMPLEMENTATION.

* (1) Leaders are mainly recognized after certain actions have occurred (…) Leadership is about a description of behavior that few of us might expect to emulate.

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| * (3) | * Leaders are made not born. |
|  | * You need others to be a leader. |
|  | * There is no need to be perfect. |

CHARISMA

* (6) “Charisma becomes the undoing of leaders. It makes them inflexible, convinced of their own infallibility, unable to change”. (Peter F. Drucker, Management Consultant and Writer). (…) No single characteristic such as charisma, courage, energy or foresight entirely explains why people will support a leader.
* (7) Likeability. Indeed taking the lead may take you thoroughly unpopular.
* (8)
* Most leaders are made, not born.
* You can learn to lead.
* You are not a leader in isolation, there must be people willing to be lead – supporters.
* Leading means you may be respected, not necessarily liked.
* You need to discover your own unique way of leading.
* Leaders keep learning, growing, know themselves and what they want.

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| * (10) | * Energy |
|  | * Talent |
|  | * Commitment |

The 7 “I”s:

* Insight
* Initiative
* Inspiration
* Involvement
* Improvisation
* Individuality
* Implementation

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| INSIGHT: | * Self – awareness |
|  | * Understanding others |
|  | * Seeing the situation |

* (13)

Insight is your ability to accurately see events, circumstances and people, making sense of them.

Insight uses both sides of your brain: logically, intuitive, instinct, feeling and emotion.

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| * (14) | * Self – awareness |
|  | * Understanding others |
|  | * Perception of situation |

* (22) Understanding others is a continuous process of:
* Observation
* Exploration
* Testing

EFFECTIVE LEADERS are:

* Reality (theirs)
* New possibilities
* (23) Adopting new or discarding old:
* Views
* Prejudices
* Assumptions
* Beliefs
* Interpretations

INICIATIVE:

* Taking responsibility
* Risk
* Direct action
* Vitality
* (27) Leaders are people who make things happen, who take initiative and persuade others to join their cause.

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| * (31) | * Step out of their comfort zone. |
|  | * Be non-compliant. |
|  | * Handle rejection, disagreement and failure. |

Stepping out of your comfort zone:

* Disagree.
* Say things that may upset people.
* Do things that attract disapproval.
* Break the rules.
* Challenge convention.
* Try new things.
* Do what is right, rather than what is expected.
* Question received wisdom.
* Act without always knowing all the likely outcomes.
* Deliberately put yourself in a learning situation.
* Seek information on how others see you.
* Commit to action without knowing if others will follow.
* (33)

Non compliance- is the need to assert yourself. Doing what you think is right, even if it means being different.

* (36) “Lead, follow or get out of the way.”

Body

* (37) You cannot expect to have vitality unless you are healthy.

Mind

Spirit

Leisure and holidays are essential for sustaining leadership energy.

INSPIRATION:

* Vision
* Communication
* Passion
* Trust
* (41) Leaders inspire, managers motivate.

* (42) “Inspiration is a guest who doesn’t like to visit lazy people” – Tchaikovsky

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| * (43) | * Vision |
|  | * Communication |
|  | * Passion |
|  | * Trust |

“The single defining quality of leaders is the capacity to create and realize a vision”

-Warren Bennis

* (44) “I dream for a living.” –Steven Spielberg

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| * (47) | * Think visually |
|  | * Use specific, practical examples |
|  | * Keep your messages short |
|  | * Explain the likely results of what you want |
|  | * Show personal commitment |
|  | * Ceaselessly talk about your vision to others |
|  | * Listen carefully |
|  | * Practice new ways of explaining your leadership message |

* (50)

TRUST:

* Trust yourself
* Do what you say you will do
* Are reliable
* Trust others
* (51) “Trust your hopes, not your fears.” –David Mahoney
* (55) INVOLVEMENT:
* Enrolment
* Empowerment
* Personal investment
* Feedback
* Identifying Stakeholders
* (58) EMPOWERMENT:

“When the best leaders work is done, the people say: We did it ourselves” – Lau-Tzu

Sharing power, empowerment means giving people responsibility, the right to make decisions and take more charge of their lives. Productivity and creativity.

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| * (60) | * Ideas |
|  | * Know-how |
|  | * Personal resources such as information and contacts |
|  | * Personal development |
|  | * Formal training |
|  | * Creating important relationships |

* (67)

IMPROVISATION:

* Creativity
* Flexibility
* Presence
* (68) “Resist the usual.” –Raymond Rubicam.
* Innovate
* Stimulate others
* Create a “try it” environment
* Problem-solve
* Receive and reward others ideas

INNOVATION:

“Every act of creation is first of all an act of destruction.” –Pablo Picasso.

* (71) “If I had to live my life again, I’d make the same mistakes, only sooner” –Tallulah Bankhead.
* (73) Focus on solutions, not obstacles.
* (74) “It is old ironic habit of human beings, to run faster when we have lost our way.” -Rollo May.

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| * (79) | * Individuality |
|  | * Being yourself |
|  | * Personal experience |
|  | * Style |
|  | * Values |
|  | * Integrity |
|  | * Networking |

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| * (80) | * Being true to yourself |
|  | * Accepting yourself with all your strengths and weak |
|  | * Being distinctive |
|  | * Personal identity |

* (81) “The thing that makes you exceptional is inevitably that which must also make you lonely.” –Lorraine Hansberry.
* (84) “To live is not just to survive, but to thrive with passion, compassion, some humour and style.” – Maya Angelou.
* (85) “Nowadays people know the price of everything and the value of nothing.” –Oscar Wilde.

“The trouble with the rat race is that even if you win, you’re still a rat.”

–Lily Tomlin.

* (87) “Integrity simply means a willingness not to violate one’s identity”

–Erich Fromm

* Uphold agreements
* Honour contracts
* Keep your word
* (88) The secret of success is consistency of purpose.” –Benjamin Disraeli.
* (89) Like any relationship you need to work at network. Nurture your contracts, spend time looking after them. Seek opportunities to help them out when you can. The more you put out, the more you will get back.
* (91) IMPLEMENTATION:
* Action-minded
* Modelling
* Feedback
* Perseverance
* Celebration

“Well done, is better than, well said” –Benjamin Frankin.

* Model behavior
* Are action-minded
* Demand feedback
* Persevere
* Celebrate success
* (92) “Example is leadership.” –Albert Schweitzer.
* (93) By leading through example you:

Share your vision.

Promote your values.

Show commitment to archieving results.

“Leaders must be seen to be upfront, up to date, up to their job and early in the morning.” -Lord Sieff.

* (94) “Whatever you can do or dream you can, begin it. For boldness has genius, power and magic in it. Begin it now!” –Goethe
* (95) “Nothing comes from doing nothing.” –William Shakespeare.
* (98) LEADERS:
* Follow thought to completion.
* Formally abandon a possible course of action.

Typical forms of completion include:

* Doing what you say you’ll do.
* Trying up the loose ends of projects or tasks.
* Phoning people back.
* (99) The more you can clear space in your environment and your life, the more you enable new opportunities to enter.

SMART goal which is:

* Stretching
* Measurable
* Agreed
* Recorded
* Time limited
* (103)

“Victory belongs to the most persevering.” –Napoleon.

Credible leaders keep hope alive. They sustain it with their determination, and higher aspirations. Fostering realistic yet optimistic attitudes, helps people accept more challenging goals and achievements.

* (104)

“Diamonds are only chunks of coal, that stuck to their jobs, you see.” –Minnie Richards Smith.

* (105)

People do need to know what success feels like. It makes them hungry for more.

* (106) THE 7 I’S OF LEADERSHIP:

INSIGHT

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INICIATIVE

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* Direct action
* Vitality

INSPIRATION

* Vision
* Communication
* Passion
* Trust

INVOLVEMENT

* Enrolment
* Empowerment
* Personal investment
* Feedback
* Stakeholders

IMPROVISATION

* Creativity
* Flexibility
* Presence

INDIVIDUALITY

* Being yourself
* Personal experience
* Style
* Values
* Integrity
* Networking

COMPLEMENTATION

* Action-minded
* Modelling
* Feedback
* Perseverance
* Celebration

Leadership is in the l of the beholder.