

Leadership Matters
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In this severe economic climate, including high unemployment and low employee engagement, being a good manager is no longer enough. Leaders must seriously connect; those leaders able to see farther than others and before others are poised for individual and organizational success.

Successful leadership, regardless of who defines it, requires vision, conviction, decisiveness, and action. In this current environment, where 63% of employees are not feeling respected and have intentions to leave within two years,* leadership seriously matters and leaders need to tap into a multiplier effect that can be reached by deepening their mastery of skills on the human side of things.

Whether you manage a team directly or not, being able to ensure people are valued and treated with respect will require you to sharpen the iron on trust, coaching, facilitation, and networking skills. It will require ongoing learning and mastery of these multiplier effects. The foundational leadership traits are still valid, but will not be enough to bring about impactful change at sustained high levels. Companies must constantly evolve and innovate to stay ahead and continue making a profit with leaders at the forefront. If you are not learning as a leader and facilitating the growth of valued and engaged employees, you are already obsolete and your good employees are gone.

Five Questions to Aid in “A Leadership Skill Makeover”

- Set aside time to have a planning session with yourself. Use this time to candidly assess your leadership skills and particularly the multiplier competency skills of trust, coaching, global thinking, and innovation. **How would I or my team rate my current leadership skills?**
- Think strategically about your team and career: **What one area of leadership, if you made measurable improvement over the next three months, would have the biggest impact on your success in your current role?**
- Look at other people in positions at or above your level who are successful – what skills, knowledge and behaviors do they have that you don't? **What will it take to narrow that gap and/or how might I tap into them as a resource to help me grow this competency?**
- Learning is paramount to continuous improvement. **Is there training that would be useful to aid in my leadership development journey?**
- Self-awareness is critical to your progress. As your awareness increases, so will your ability to intervene in on yourself real time. **What did you learn about your leadership this week?** I suggest keeping a leadership log and document your progress from week to week.

Finally, if you desire to take your leadership skills up a notch do just that! “You only hit what you are aiming at.”