

BUSINESS KNOWLEDGE INC.

LEADERSHIP

“Motivating teams to achieve goals”



Better Knowledge, Better Business, Better Future
BUSINESS KNOWLEDGE INC.

Leadership
416-831-3773
info@businessknowledgeinc.com

LEADERSHIP

Leadership definition

- Leadership is a special treat of an individual to gain followers on the quest of achieving personal, group or organization goals
- A leader does not need administrative powers to motivate his followers
- A leader has the capability to translate a vision in immediate reality to broader groups through means of persuasion and communication and secure their cooperation and support



LEADERSHIP

Leadership development

- Learn about oneself and others (either as organizations or individuals)
- Know oneself and your teams (personal leadership style assessment and teams evaluation)
- Lead and work in/with effective teams
- Performance leadership: mentor, coach, evaluate
- Succession leadership: selection, identification and promotion
- Action oriented motivational leadership
- Personal leadership development: finding the right balance



LEADERSHIP

Leadership development

- Learn about oneself and others (either as organizations or individuals)
 - Understand yourself, your strengths, weaknesses, working style, tolerance to stress, likes and dislikes
 - Learn the organization up, down, and lateral relationship networks
 - Understand your decision makers (bosses, business partners, peers) challenges and opportunities, their working styles, and the way you can relate to them
 - Acquire enough information on any context that does or may impact you, manage expectations, deadlines and commitments



LEADERSHIP

Leadership development

- **Know oneself and your teams (personal leadership style assessment and teams evaluation)**
 - **Engage self assessment tools to determine your personal leadership style to understand your personality in normal and stressful situations**
 - **Evaluate your team effectiveness to determine the degree of independence and self-regulation capabilities**
 - **Understand the team internal relationships**



LEADERSHIP

Leadership development

- **Lead and work in/with effective teams**
 - **Team challenges should be presented such that they will motivate the team to overcome them as achievements and proof of competency**
 - **Create an environment of trust , encourage and reward open objective communication**
 - **Select team members on individual social abilities and personal competencies**



LEADERSHIP

Leadership development

- Performance leadership: mentor, coach, evaluate
 - Highly performing individuals are not used with failure
 - The prospect of failure de-motivates high performers and makes them insecure about their capabilities
 - Understand individual personality traits, and tailor your actions accordingly
 - Provide constructive feedback, offer praise, break-up the tasks, offer mentoring and coaching support
 - Identify negative emotions and address maladaptive behaviors (anger, procrastination, anxiety, fear)



LEADERSHIP

Leadership development

- **Succession leadership: selection, identification and promotion**
 - Coaching and mentoring are required critical skills for preparing a successful succession:
 - identification and offering of development opportunities
 - progress monitoring
 - active listening and constructive feed back
 - view failure as an opportunity for learning



LEADERSHIP

Leadership development

- **Action oriented motivational leadership**
 - **Select the goal, and present it with clear performance expectations stated**
 - **Enforce the mandate to achieve the goal**
 - **Monitor progress through delegated responsibility to team members accountable for sub-goals**
 - **Prepare specific questions to ask for assessing progress, identifying challenges and implementing solutions**



LEADERSHIP

Leadership development

- Personal leadership development: finding the right balance
 - Time, energy and talent are limited resources
 - Finding the individual purpose for our actions is a personal responsibility
 - There are trade-offs that need be factored in: personal time, family, health, relationships
 - Humbleness and humility are measures of a powerful and well aware individual of his / her capabilities



LEADERSHIP

References

- Josh Kaufman, *The Personal MBA*, New York, USA, Portfolio / Penguin 2010
- Clayton M. Christensen, *How Will You Measure Your Life*, Harvard Business Review, July / August 2010
- David Loree, *Leading Course*, London, Ontario, Canada, Richard Ivey School of Business, 2010.



LEADERSHIP

Q&A



Better Knowledge, Better Business, Better Future
BUSINESS KNOWLEDGE INC.

Leadership
416-831-3773
info@businessknowledgeinc.com