



**Coaching to
Evolve**

Day To Day Leadership

For 1:1 Coaching and Coaching Workshops:

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Day to Day Leadership

In one of my recent articles, I wrote about how success starts with leadership and how leadership starts with why. Once we've determined the why as well as formulating the vision, the strategy, the goals, and values, what happens next?

What happens next is that leaders have to implement actions and tasks to achieve the goals, to fulfil the purpose, to adhere to our values, and this is the 2nd main role of leaders [the first being the visionary role].

The 2nd role is all about implementing the vision, it is operational, it is what the leader does day to day, month to month, year on year.

Generally, in the day to day leadership role, the leader serves the goal, and serves the people who achieve the goal. This is a starting principle of leadership as service.

With this in mind, how can the leaders effectively deploy the day to day leadership role? What strategies are available to them. Here are 5 strategies that leaders can implement.

1. The leaders can "flip the pyramid".
 - In a company hierarchy, the energy flows upwards to the top, so flip the pyramid, and the energy flows towards the people who serve the clients.
2. The leaders can "raise the bar".
 - Raise a performance standard, win your workers commitment to do their utmost. Go above and beyond
3. The leaders can "blaze the trail".
 - Tackle all barriers, whether inadequate training, counterproductive company practices and policies, physical obstacles, isolation, poor communication, or the many dozens of other barriers that stand in the way of performance in modern organisations.
4. The leaders can "build on strength".
 - Developing the talents and strengths of everyone. Take risks, and put themselves and the teams into new and challenging assignments. Gain the lessons that are available to learn when failure or setbacks occur.
5. The leaders can "run to great purpose".
 - Provide the teams and individuals with a link between their daily tasks and the great and compelling purpose. Give them a reason to jump out of bed in the mornings. Spread the word, tell the stories.

The above 5 are cultural strategies within which leaders can operate. Behaviours are where the actions happen, and they are personal [authentic] and situational, and that is a subject of a future article.

All the best, John