


A solid blue silhouette of a city skyline with various building shapes of different heights. The skyline is reflected in a light blue area below it, which has a subtle gradient. A thin vertical purple line is positioned on the left side of the reflection area.

# **What is great Leadership and why do we need it? The Essential Skillset**





+44 (0) 7957 358 760


Shut down zoom, even shut down your computer and restart

Confidential Environment

Record Session?

Can I photograph meeting and tag you on linkedin?

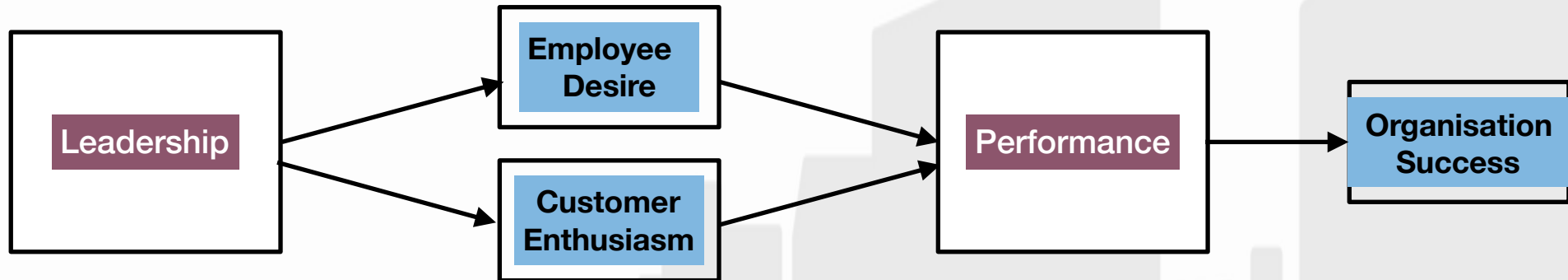




When you think about people in your past or present who you regard as inspiring people, i.e. a great leader, what attributes and behaviours do they display?



# The Leadership Performance Chain





Leadership drives culture drives performance

“Great Leadership develops, grows and becomes a service”

“It creates space for individuals and teams to develop and grow, to be innovative and imaginative”

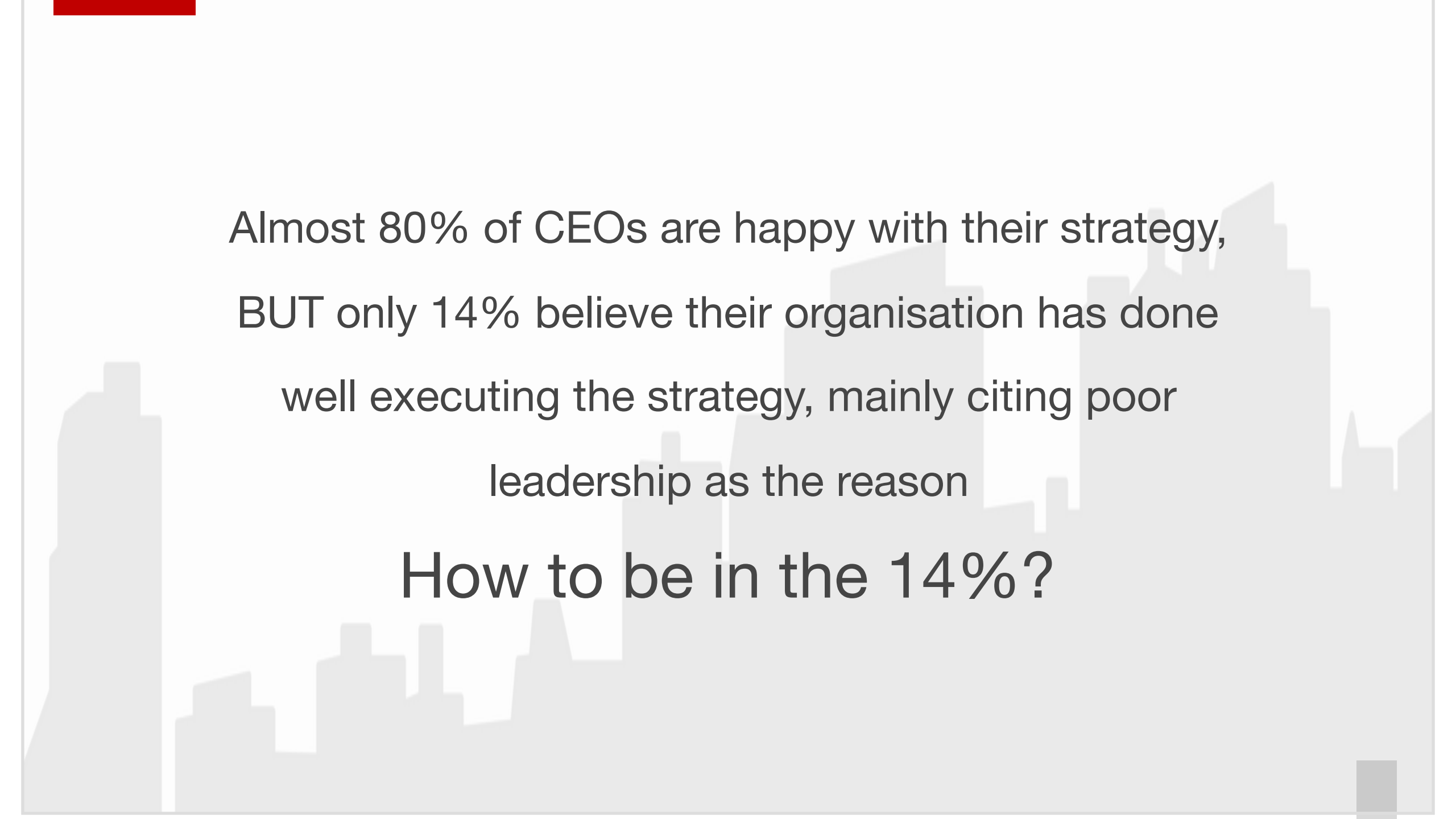
“This causes an employee focused and client oriented culture to emerge”

“This results in improved performance in KPIs and revenue”

Employees are motivated  
Emp'ees are focused on the goals and the customers  
Managers are focused on supporting the emp'ees and developing them  
Emp'ees are growing and learning  
Customers are enthusiastic

Teams collaborate  
Teams have purpose  
Teams develop great relationships  
Teams work in an integrated mode  
Setbacks and failures are regarded as opportunities to learn





Almost 80% of CEOs are happy with their strategy,  
BUT only 14% believe their organisation has done  
well executing the strategy, mainly citing poor  
leadership as the reason

How to be in the 14%?





## The Essential Skillset

The Visionary Role

The 2 aspects of operational leadership

- Situational leadership
- Leadership as service

Being Authentic





## Leadership



Purpose - why are we here

Goal[s] - where are we going

Values - guide our journey



## Situational Leadership

### The Capability and Commitment of the Person

- Level of motivation
- Level of competency for the task

### The Task

- Time Critical
- High Profile
- Complex - simple

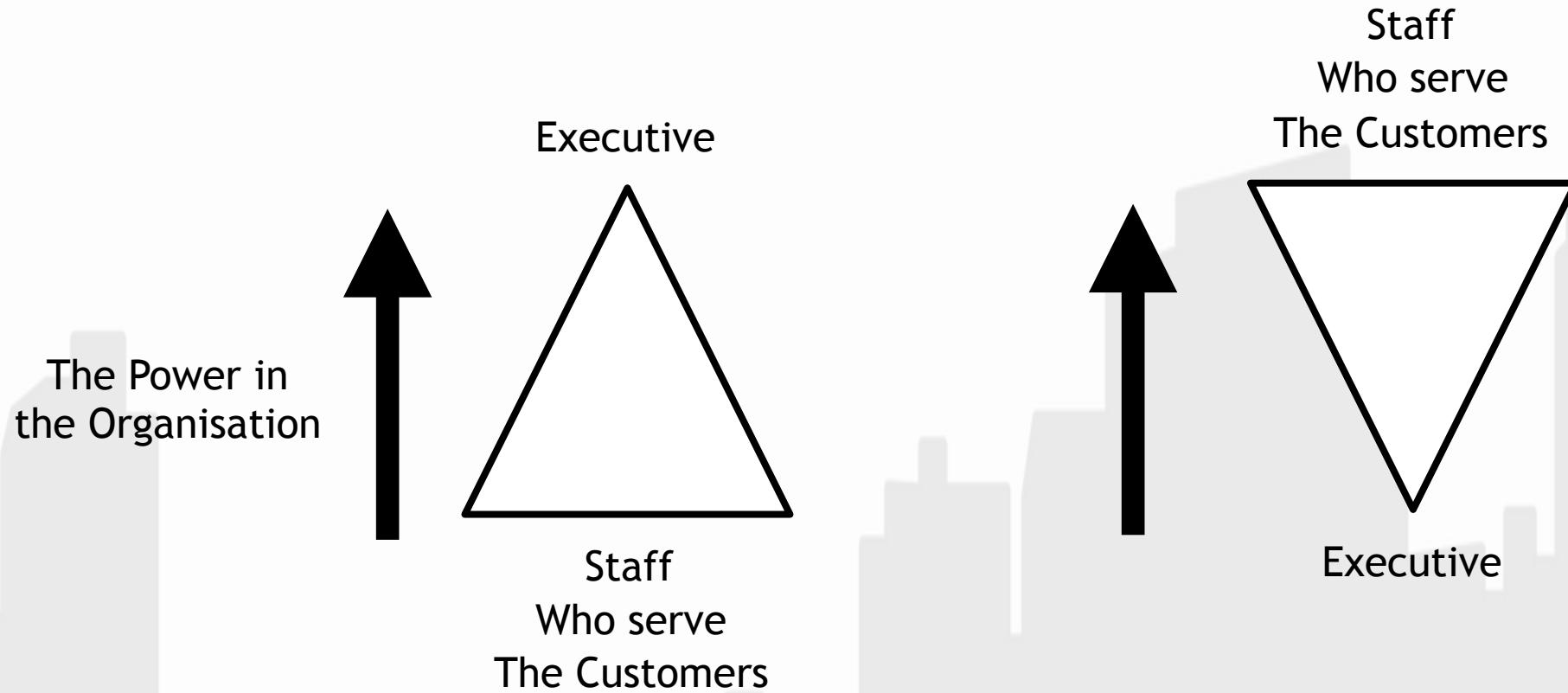


### Leadership Style

- Supportive
- Directive



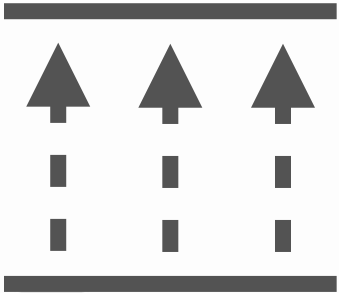
## Leadership as Service





## Leadership as Service

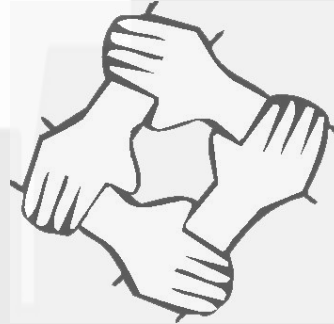
Raise the bar



Blaze the trail



Build on strength



Run to great purpose







## **Authenticity & Leadership:**

- Who are you as a leader?



# THANK YOU



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