

Leadership Plain and Simple

Steve Radcliffe

Leadership Plain and Simple

66%

think of Leadership as a “very rare quality”

Britain Thinks Survey 2012

Leadership Plain and Simple

38%

say Leadership is 'very good' or better

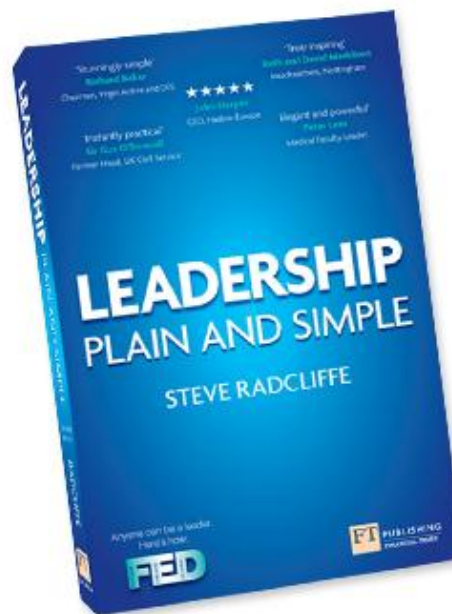
DDI Global Survey 2012

Leadership Plain and Simple

Future

Engage

Deliver



A Leader is 'Up to Something'

- Purposeful
- Trust in their own judgement
- Adopt long-term, big picture views
- Break out of their perceived boxes

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- **To fulfil personal goals
that tally with those of the organisation as a whole**

What do you care about?

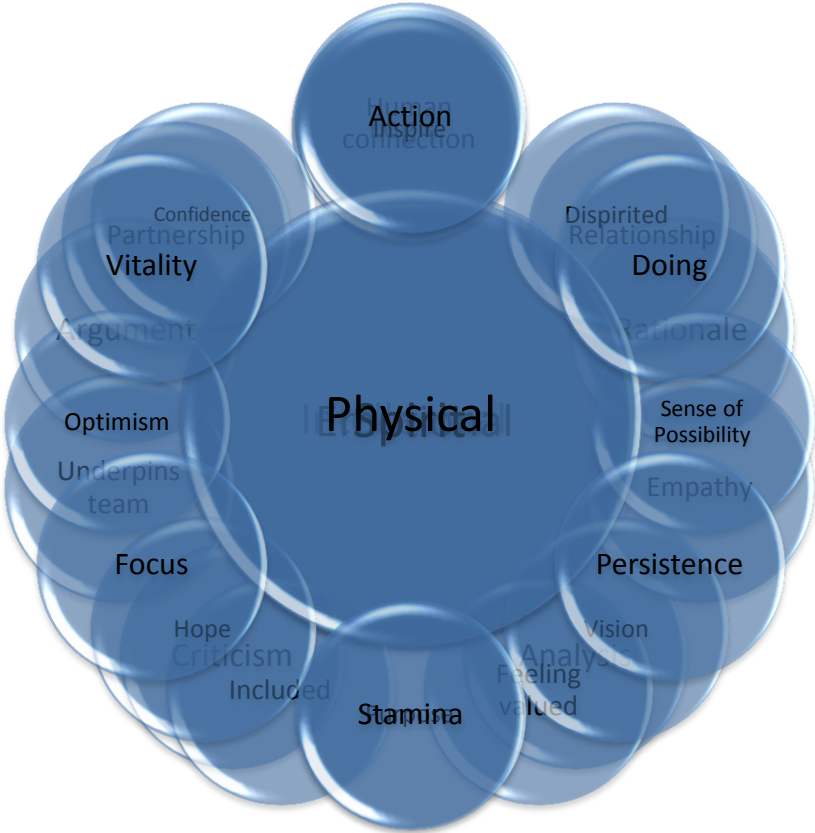


Managing the Energies

“Your first and foremost job as a leader is to manage your own energy, and help manage the energy of those around you.”

Peter Drucker

The Four Energies



The Power of 'Engage'

Future

Vision

Mission

Strategy

Approach

Plan

The Power of 'Engage'

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Engage Level

Committed

Enrolled

Willing Compliance

Grudging Compliance

Apathy

Resistance

Engage Practices

- Engage rather than 'Transmit/Communicate at'
- Build Big Relationships

Deliver: You need Robust Dialogue

- How well do you acknowledge progress and people's part in it?
- How clearly do you speak your truth about poor performance?

Deliver More Later

“Why do some companies succeed while others fail?
Winning companies win because they have good
leaders who nurture the development of other leaders
at all levels of the organisation.”

Noel Tichy

How do you make the Biggest Difference?

- Be 'Up to Something'
- With Conscious Practice
- By having a great Support Team

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