

AT A GLANCE:



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LEADING PEOPLE



“Leaders must be close enough to relate to others, but far enough ahead to motivate them.”

– John C. Maxwell

In leadership, one size doesn't fit all. Successful leaders are those who are able to adapt their style to the unique needs of their team members. After all – everyone's different – so why treat them all the same? To get the most out of the team we need to look at the bigger picture, and that means understanding 3 key things:

- The **individual** – where are they on their development journey?
- The **task** – what is it we actually want them to do?
- The **style of leadership** – is it right for the circumstances above?

WHAT'S THIS THEME ABOUT?

This theme is about exploring both the learning journey of our people, and the leadership style we adopt to help develop them. It's also about helping managers and leaders work with team members, in partnership, to create a development path that is meaningful, and effective.

WHY IS THIS IMPORTANT?

There's nothing more important than the relationship between manager and team member. Everyone has different development needs depending on who they are, where they are on their development journey, and what we're asking them to do.

So the way in which we lead can mean make or break. Getting it right can be the difference between high performance and total frustration on both parts.

HOW WILL IT HELP?

A good awareness and understanding of the different ways we can lead, can help build stronger personal relationships, increased levels of trust and confidence, and ultimately – higher performance.

IDEAL OUTCOMES

Managers and leaders will:

- Be able to identify development needs of team members
- Be able to recognise different styles of leadership
- Know how to adapt their leadership style to match their team member's development needs
- Appreciate the positive outcome of a 'matched' leadership style and the consequences of a 'mismatched' leadership style on performance
- Identify the skills they need in order to adapt their leadership style from one team member to another

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