

**Be a leader!
Not a boss**



Be a leader! Not a boss

Bosses tell you what to do; leaders show you.

Most people think of a boss and a leader as pretty much the same thing. We use both terms interchangeably with manager, but there's actually a huge difference!

Everybody has had the kind of boss who tells their team what to do but doesn't do much themselves. If you want to be a good leader, you've got to roll up your sleeves and be a part of the team effort.

Many people thrive on praise and recognition, whether this is a more structured 'employee of the month' system, spot-prizes, or even a simple "great job!" comment. Strong leaders take the time to understand their teams and manage people based on their individual requirements of how they work best.

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79%

OF WORKERS WILL QUIT
THEIR JOBS DUE TO A
LACK OF APPRECIATION
FROM MANAGERS

(Study by O.C. Tanner Learning Group)

69%

OF EMPLOYEES SAY
THEY'D WORK HARDER
IF THEY WERE BETTER
APPRECIATED

(Hubspot)

ONLY

5%

OF COMPANIES HAVE
INTEGRATED LEADERSHIP
DEVELOPMENT IN THEIR
CORPORATIONS

(Aishathomas.org)

EMPLOYEES WHO FEEL
THEIR VOICES ARE
HEARD ARE

4.6

TIMES MORE LIKELY
TO BE ENGAGED IN
THEIR JOB

(Salesforce)



Leaders serve their people, not the other way around

A boss expects their employees to do their bidding, whereas leaders serve their teams. Rather than doling out instructions, leaders facilitate and support; providing a platform against which people can meet and exceed their objectives.

Rather than seeing a promotion to management as climbing the corporate ladder and earning some kudos, a leader sees an opportunity to better support their team, sharing their new-found power to encourage their people to 'be the best they can be'.

"WE RISE
BY LIFTING
OTHERS."

Robert Ingersoll

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LEADERS GIVE MORE POWER
TO THE PEOPLE.**

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5 leadership myths debunked

PEOPLE ARE BORN LEADERS.

Just because you often took charge in elementary school, doesn't mean you'll be a great business leader. Taking charge isn't always the best way to lead; there are many business and soft skills you need to be a strong leader. Whether you're in your element front-and-center, a strategy-whizz, or an empathetic ear; honing all of these skills will make you into a great all-rounder, and ultimately a great leader. You need to put in the effort to work on the areas that you may not excel in.

LEADERS HAVE THE GREATEST IDEAS, THAT'S WHY THEY'RE IN CHARGE.

The best leaders understand that truly great ideas come from collaboration and teamwork. Different team members have different strengths and ideas; it's the leader's responsibility to nurture their team's confidence and empower people to play to them and encourage amazing output.

YOU CAN MEASURE EVERYTHING THAT MATTERS.

Setting SMART objectives is important for tracking your team's performance, but not everything can be measured! Engagement, attitude, and enthusiasm are just as important as output in forming long-standing, productive teams. Great leaders make sure to acknowledge and reward these alongside performance.


LEADERS SHOULD KNOW EVERYTHING THEIR TEAMS KNOW (BETTER THAN THEIR TEAMS KNOW IT).

Good leaders cultivate the right team hiring people who have skills different from their own and empowering them to do their jobs with as little interference as possible. Rather than trying to be the smartest person in the room, a leader dedicates their energy to nurturing their teams' talents.


LEADERS MUST BE EXTROVERTS.

Leaders *can* be extroverts, with charisma a great way to engage teams. But introverts possess other important leadership skills, like listening and reflection – which aid solid decision making. Understanding your strengths and knowing what your weaknesses are is a great way to become a successful leader.





A leader isn't a title, but a group of characteristics:



Vision-casting: Inspire a vision for the company that the team can rally around. Good leaders know where they are headed and are ready to create a vision of the path that will help the team understand how to get there.

Communication: Create clarity and energizing teams. When team members know and understand, they feel included. Communication needs to be regular, add value, and keep everyone in touch with the vision that has been shared.

Empowerment: People are happiest when trusted and are more invested when depended upon. Teams go further when delegation with empowerment is made.

Flexibility: Be open to different ways of working, there's rarely a 'right' way to do things so avoid micromanaging.

Listening: Other people have great ideas too and a true leader knows that good things come from many sources so take time to listen to others.

Risk-taking: Failure is an integral part of success. Weigh up potential risks and evaluate the situation and outcomes - but don't be afraid to try new things.

Responsibility: Own your mistakes and look for solutions productively. Don't start throwing blame around as this will cause distrust.

All of this will inspire people to achieve your organization's goals!

“DON'T TELL PEOPLE HOW TO DO THINGS, TELL THEM WHAT TO DO AND LET THEM SURPRISE YOU WITH THE RESULTS.”

George Patton



Leadership development equips leaders with the skills

Assuming the role of a leader may not be within everyone's comfort zone but anyone can learn and acquire leadership skills. Leadership development programs have beneficial effects on the organization, its dynamics, and its employees. Businesses are increasingly starting to realize that leaders play a vital role in the smooth functioning of operations. As the importance and need for successful leaders are growing, an investment in learning the key skills can benefit all.

If you are interested in taking your leadership skills to the next level or think that this is something your organization could benefit from, speak to Kallidus Content to find out more.

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