



BOLD LEADERSHIP DEVELOPMENT GUIDE



Drives Execution/Speed and Efficiency

- Write down the commitments that you personally make to other people and insure that you follow through.
- Establish high standards of excellence for the work your team produces. Begin every staff meeting with a review of the status of the major projects within the group.
- Invite each member of your team to propose two “game changing” goals they would like to see your group pursue.



Inspires and Motivates Others

- Involve your team in identifying and adopting a difficult stretch goal. Nothing unites a team more than pursuing a challenging goal and successfully completing it.
- Frequently convey your own passion and commitment about the work you are doing. You are the strongest force for creating high levels of engagement and commitment within your people.



Drives Innovation

- Be willing to ask hard questions that challenge the status quo. Enlist the help of other team members in thinking about a fresh new way to accomplish something.
- Identify the benefits that change will create. This will help fuel the need for innovation. Then, be willing to become a champion for new projects or programs.



Is a Champion

- It is very easy to go with the flow but extraordinary leaders ask team members to raise their bars and find a way to inspire others to higher levels of effort and performance. They encourage team members to exceed goals.
- Create champions. An effective champion knows how to get the cooperation and collaboration of others around goals and objectives. The champion also knows that every successful project has a champion and sponsor.
- A key to being an effective champion is to walk the talk. Be an example of the behaviors you would like others to demonstrate.



Has Strategic Perspective

- Become a student of strategy. As with many disciplines, it helps to be conversant and comfortable with the language used within that field. There is a definite set of concepts that help the conversation about strategy.
- Help your team understand key information about what is happening outside your organization with customers, competitors and suppliers around the world. Help them to see trends and brainstorm how your organization will respond to an ever changing external environment.



Focuses on the Outside World

- If you travel and meet people from other organizations, bring important information back to your other team members. If you read important information about competitors or your industry, bring this back to the group.
- Communicate the organizational strategy. Gaining a rich and deep understanding of strategic positioning, goals and objectives provide a starting point for understanding outside forces.



Promotes Open Communication

- Use stories, examples, illustrations or parables to make or augment every major point you seek to make. The stories will be remembered when the abstractions are long forgotten.
- Put yourself in the audience. Begin by asking yourself, “What would I want to know or learn more about if I were sitting in the audience?” “What are their biggest concerns as it pertains to this matter?” Then be sure to speak to those issues.
- Create a simple structure for every major communication that begins by describing the current situation, then explains the current problem, issue or complication, then the alternative courses of action, and concludes by presenting your recommendation and the reasons for it.



Takes Initiative

- Accelerate your personal effort. Challenge yourself to push a little harder, try a little more, putting in additional time and adding extra effort into your work.
- Look for opportunities to go far beyond what is expected of you by seeing something that is falling in the crack between your team and another, and grabbing that problem and fixing it.
- Start something new. What other new processes, new product or new market could be developed if you were to take the lead?

Develop extraordinary leaders in your organization today.
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