

Raise the bar on performance

Leadership

Brilliant leaders are people who have something to say and walk their talk about it. All leaders sharpen their leadership competencies throughout their entire professional lives and leadership competencies can be learned, honed and crafted.

▶ **Leadership is not Management on Steroids**

When we're busy and don't distinguish between leadership and management, we default to stronger and stronger management which can turn into a tough, exhausting micro-managed, command and control environment.

You will get results with command-and-control management only, but when you add leadership into the mix, you will exponentially advance the effectiveness of your management skills. When we say work smarter, not harder, this is the domain where that can actually happen.

Leadership craft is a lifelong pursuit. Brilliant leaders are authentic and clear about what they're up to. They are comfortable in their own skin because they know the hardest work they'll ever do is on themselves. These leaders are present and stand for something, they are open to new ideas and feedback and they connect with their people. They speak about things that matter to them and you can hear their voice clearly and consistently. Their actions are transparent, so you know and trust them.

Whether in a small capacity or large, we all find ourselves in leadership roles from time to time.. Maybe you're great at it, having strengthened your leadership competencies over the years, or maybe you're just starting out at leading yourself through the complexities of building your career, your book of business, or your division or organization. No matter where you are on your leadership journey, there's always room for improvement.

▶ **Management Excellence**

There are many aspects to excellent management, and we'll touch on just a few here, because leadership without good management limits what's possible. Together, leadership and management can get the toughest projects, missions and strategies done.

Delegate don't abdicate, and then follow up, follow up, follow up. With everything that you do, ask yourself if there's someone else who could, or should, be doing this instead.

*Be a Genius in the Business of your Business
It's All About People*

Be highly organized: touch everything on your to-do list only once. Don't stack & restack your tasks. Get it done or get it off the list. Have some fun and make a list of all the things you aren't ever going to do.

Give away your expertise. If you think you're the only one who can get something done, start training others to do it instead. If you're hanging on to those parts of your job where you are the expert, you're limiting yourself and the people around you.

Show that you can manage the big things by managing the little ones first. Get the tools you need, learn how to use them, and clean up your workspace. Create agendas for your meetings and have short, focused meetings that begin and end on time.

► Those Pesky People Problems!

Whether you are growing or reorganizing, building your first company or your tenth, when working with people you'll get their and your best performance by modeling leadership and fostering trust, alignment and clear communication.

When companies struggle to do better, it always comes down to the interactions that people are having. Whether it's the stuff that's easy to measure because the metrics are crystal clear, like sales, gross profit and overhead, or the stuff that's harder to measure, like satisfaction and teamwork, it always comes down to people doing something with other people. If you think your team or company could be doing better, it probably can. And it probably starts with you because you're the one who's here.

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