

Leadership Mindset

Following on from the previously mentioned success factors, Strategic Business Planning and Inclusion of the Team, another essential factor for business success is practicing Effective Leadership in a Modern Workforce.

The first Key thing you need to know to be a successful leader is the correct mindset you must have and that you instil in your team will set you up for success.

It is crucial from a Leadership position that a leader operates from a position **Above the Line**:

O = Ownership

A = Accountability_VICTOR_

R = Responsibility

B = Blame

E = Excuses

D = Denial

VICTIM

The BIG question is where are you operating from and where are your people operating from? Staying above the line will create a more constructive work environment, set the right culture and provide structures for success

What is the Definition of Leadership?

When you learn about Leadership you will come across many different definitions of Leadership. Some succinct definitions of Leadership are as follows:

Ken Blanchard defines Leadership as

“The capacity to influence others by unleashing the power and potential of people and organisations for the greater good”

Daniel Goleman defines Leadership as

“Executing a vision by motivating, guiding, inspiring, listening, persuading and creating resonance”

The word Leadership comes from an Anglo-Saxon word which means a road, a way, the path of a ship at sea.



Leadership is knowing what the next step is and having the confidence & commitment to take it.

Leaders innovate, originate & develop. Leaders focus on people. Leaders inspire trust. Leaders have a long range view. Leaders challenge the status quo. Leaders ask what and why.

When addressing Leadership we must also address Management, to enable an understanding of their fundamental differences.

The word Manage comes from the Latin Manus, a hand. Managing is related to handling a sword, a ship, a horse. The word Management, doing things by hand is a stem of Manufacture, which is the process of making something by hand and machine.

Managers imitate, administer & maintain. Managers focus on structure. Managers rely on control. Managers have a short range view. Managers accept the status quo. Managers are classic good soldiers.

The main difference between a Leader and a Manager is – the leader is out front leading by example and pulls the team along through a want to follow the leader, whilst a manager sits behind and is constantly pushing the team along.

What is the Key Differentiator between Leadership and Management?

LEADERSHIP is about PEOPLE

MANAGEMENT is about TASKS

If you are looking for assistance with Leadership Development and Training, then contact Darren Wedge or Mike Currie from Wedge Consulting International on 1300 323 133 or mike@wedgearp.com.au.

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