

## 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**

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**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@wedgecorp.com.au](mailto:mike@wedgecorp.com.au).

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