

Leadership

Do I have leadership potential?



Over the years, many of my managers have told me that I have leadership potential. Leadership potential? What do they mean?

Leadership



If your managers are telling you that you have leadership potential, please get to work on what needs to be improved.

Leadership

What I want to share with you are the four essential skills you need to develop if you really do have...leadership potential.

Conceptual Skills: The imagination to see what could be, rather than just what is. It is the mental ability to coordinate all of the organization's interests and activities.

Human Skills: The interpersonal communication skills to establish and maintain trust and resolve conflict. The ability to work with, understand, and motivate other people, both individually and in groups.

Technical Skills: The understanding of your organization and the products and the services it delivers. The ability to use tools, procedures, and techniques in a specialized field. Knowing how things work in your organization.

Political Skills: The ability to enhance one's position, build a power base, and establish the right connections. Politics relates to who gets what, when, and how.

Takeaway: If you focus on and develop these four skills of leadership, you won't just appear to have leadership potential...you will acquire leadership positions.

Leadership

Do you feel powerful?



I have the title. I have an office. I even have my name on the door. I have the position...but I don't seem to have power.

Leadership



Leadership: It's not just positional; it's personal.

Leadership

Maybe you do possess **Positional Power**. However, there are three more power bases to develop.

Consider **Reward Power**. You can influence by granting desirable consequences for great performance, praising someone you respect, and spending time with team members and coworkers.

Then there is **Expert Power**. You can influence by what people believe you know—a subtle mention of your past experience—and sharing your knowledge freely to help the team reach its goals and objectives.

Finally, there is **Referent Power**, which comes from the respect, liking, and trust others have for you. Team members believe in you because you listen to their ideas, honor their contributions, and take a win-win approach to problem solving and decision making.

So you see...it's not just positional, it's personal.

Takeaway: When you get the title, that's a good start. Consider what you can do to put yourself into situations that will help you develop the other three power bases. Keep in mind, leadership is not just positional power, it's also personal power.

Leadership

Does it depend on the situation?



Ooh, I've got style. And when it comes to leadership—I'm the style guy! People always say that I've got my own unique style.

Leadership



Often you will need to adjust your leadership style to fit the situation.

Leadership

When it comes to leadership style, it does depend on the situation.

Your individual staff members are either competent...or not. Confident...or not.

So you will need to modify your leadership style to fit the situation.

If your staff member is competent and confident, you need to simply delegate. Be careful not to over-delegate and burn them out.

If your staff member is competent, but lacks confidence, then you need to focus on the relationship and provide emotional support by telling them you believe in them.

If your staff member lacks competence, but has confidence, tackle them before they leave your office. They are all excited; they just don't know what they are doing. Focus on training and provide full explanation of the task.

If your staff member lacks competence and lacks confidence, now you will be participating by providing both training and social support to get them on track.

Takeaway: The key to effective leadership is to pay attention to staff members you lead, and stay in touch with them to understand what kind of issues are they facing. Then simply focus on the task, or the relationship, or both.

Leadership

Do I have a personal brand?



I saw a title of a presentation on your website, “Be Your Own Brand.” Our organization has products and services and a brand. Now I have a personal brand?

Leadership



You do have a personal brand. Human beings always have had a personal brand and in the old days they called it ethos.

Leadership

When people hear your name, what do they think? If your reputation precedes you, what is it? Your personal brand is the answer to both questions.

A brand is a promise of specific benefits and values...how the product will work, how it will make us feel, and how it will affect our lives. So, you, too, are a brand.

A brand is a strategic asset that is key to long-term performance and should be managed as being so. A brand lives in the customer's mind. It's a trust, a perception...based on experience. So, you are a brand.

Powerful brands focus on "owning" a single relevant benefit or value that differentiates it from all others in the marketplace. So, you are a brand.

So what is your background? What have you been up to for the past 5, 10, or 15 years? Because you know something and can perform related tasks, how does your organization benefit? How do internal and external customers feel when they work with you? What are your values, standards, and ethics? And your personality...what is it like to work with you, day after day, week after week, month after month, year after year? That is your personal brand.

Takeaway: Think about the great value you provide for your organization and your coworkers and customers. You sold yourself, your skills, and your knowledge during the interview to get your job. Manage your brand through your good work and people will appreciate that they hired you.