

Maximizing Your Leadership Impact



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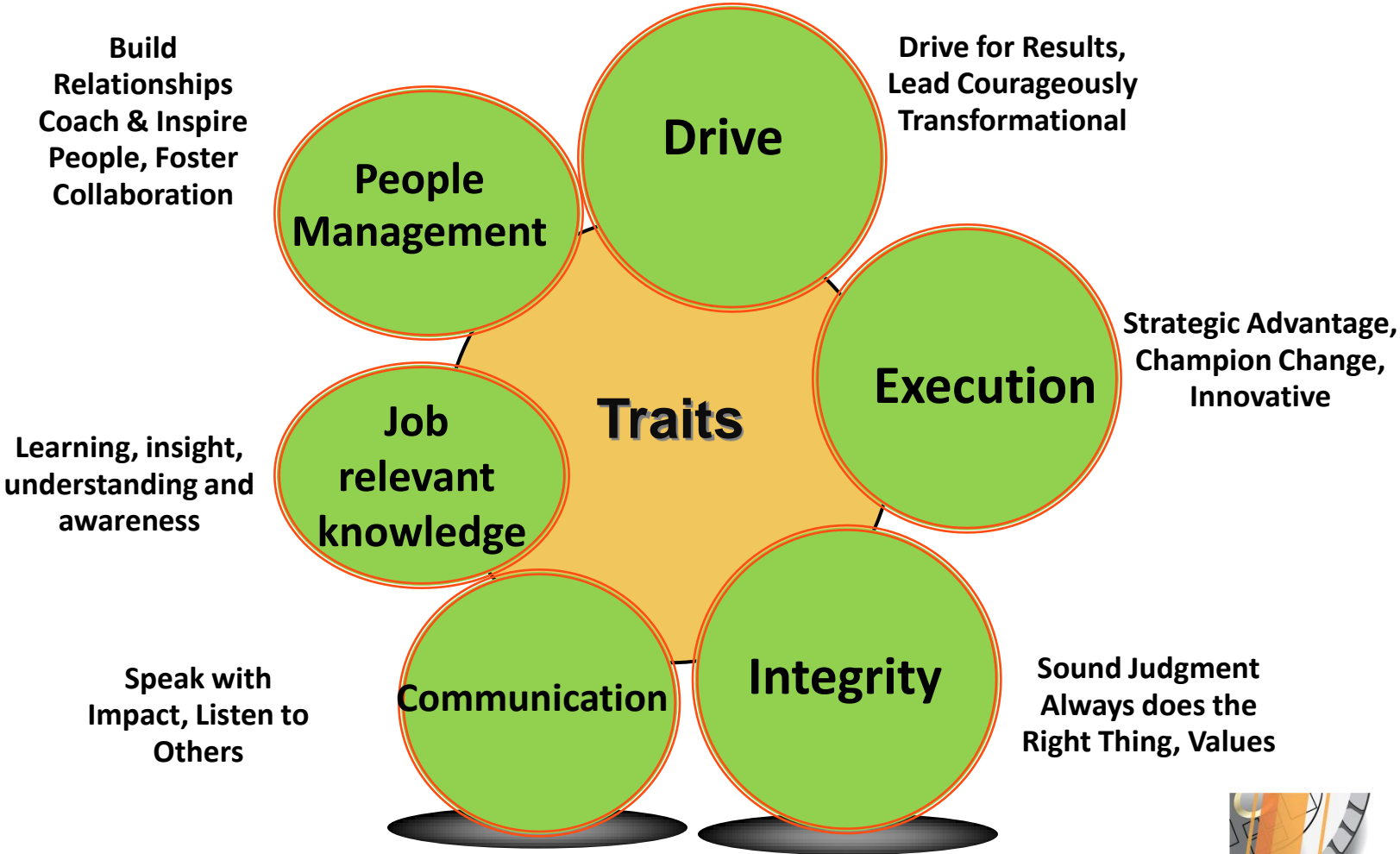
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What is Leadership?

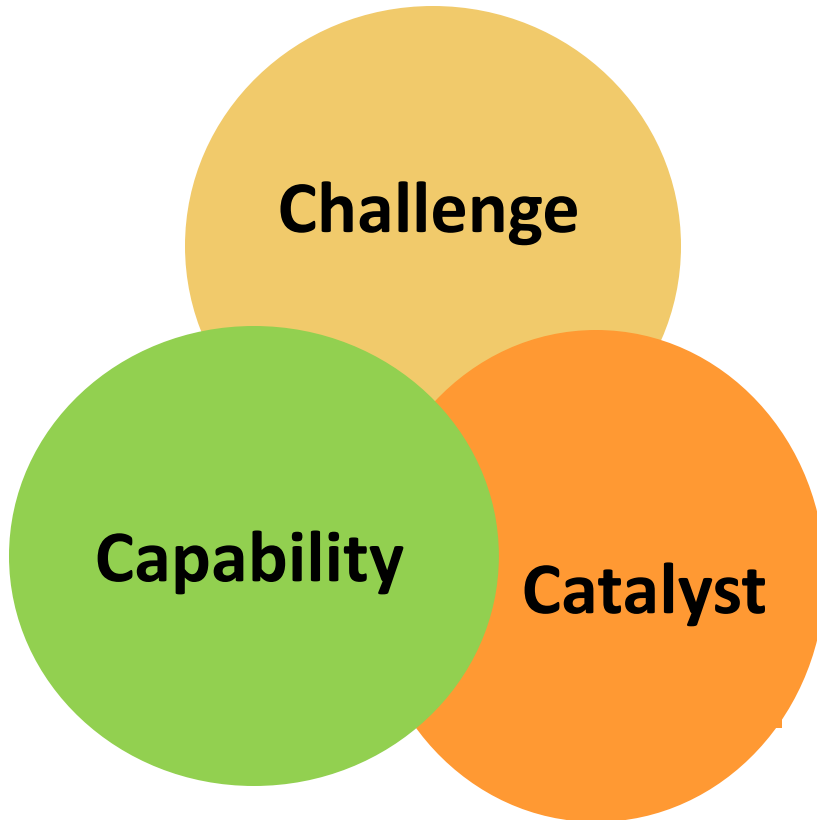
A **leader** articulates and embodies a vision and goals and enables others to share and achieve them.

Leadership is a state of mind....do not set out to be a leader, but become one by the quality of his actions and the integrity of his intent.

Six Traits of Leaders



3 Key Elements to Maximizing Leadership Impact



Challenge

- ▶ Push yourself beyond the familiar, beyond the comfortable and into a higher level of ability.
- ▶ Keep Skills Current & Sharp
- ▶ Support Network
 - ▶ Development Coach
 - ▶ Social Network



Develop Yourself

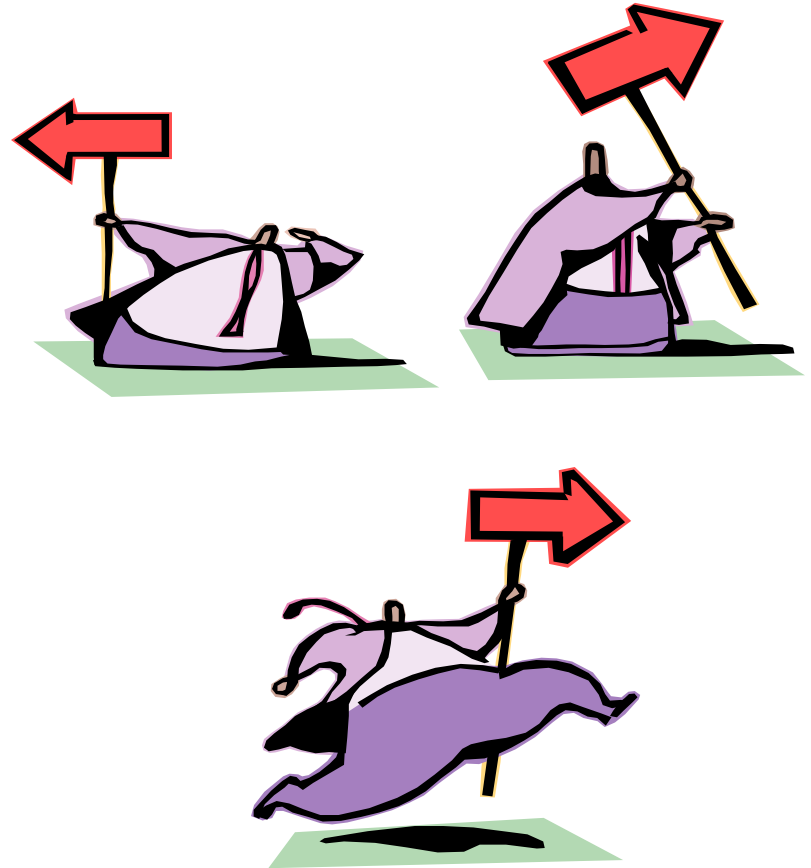
Individual Development Plan is a set of processes designed to maximize your contribution and potential toward the achievement of mission & goals

□ **Examples of Development Activities:**

- Training and Seminars
- Coaching/Mentoring
- Stretch assignments, including rotations
- Conferences (usually in your discipline area)
- Assessment Tools (performance feedback instruments; assessments)

Individual Development Plans

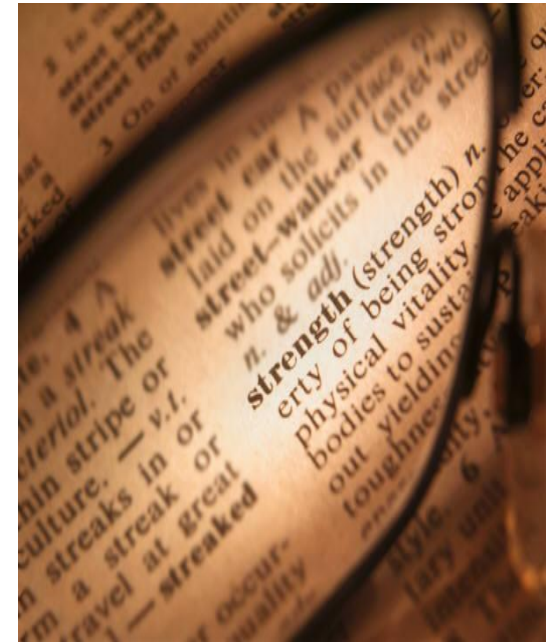
- To improve performance in current position
- To get ready for the next position
- To keep pace with change



Capability

- ▶ Competencies; Leverage Your Strengths
- ▶ Experiences & Assignments

Do you have opportunities to use your capabilities at work?
- ▶ Assessments
 - ▶ MBTI (Myers Briggs Type Indicator)
 - ▶ Strengths Finder



Assessment

Clarify your preferred learning/behavior styles

- Where are you now?
- What are your strengths?
- What are your development needs?
- What is your current level of effectiveness?

Focus on Priorities: Identify Development Needs

Strengths Exploration

1. Identify what you learn rapidly.
2. Are you playing to your Strengths? In what way could you leverage your strengths to Maximize your Leadership Impact?



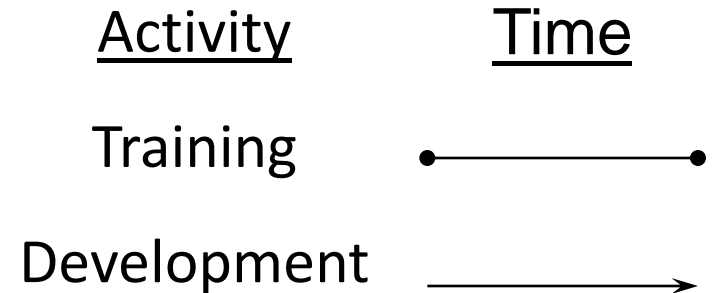
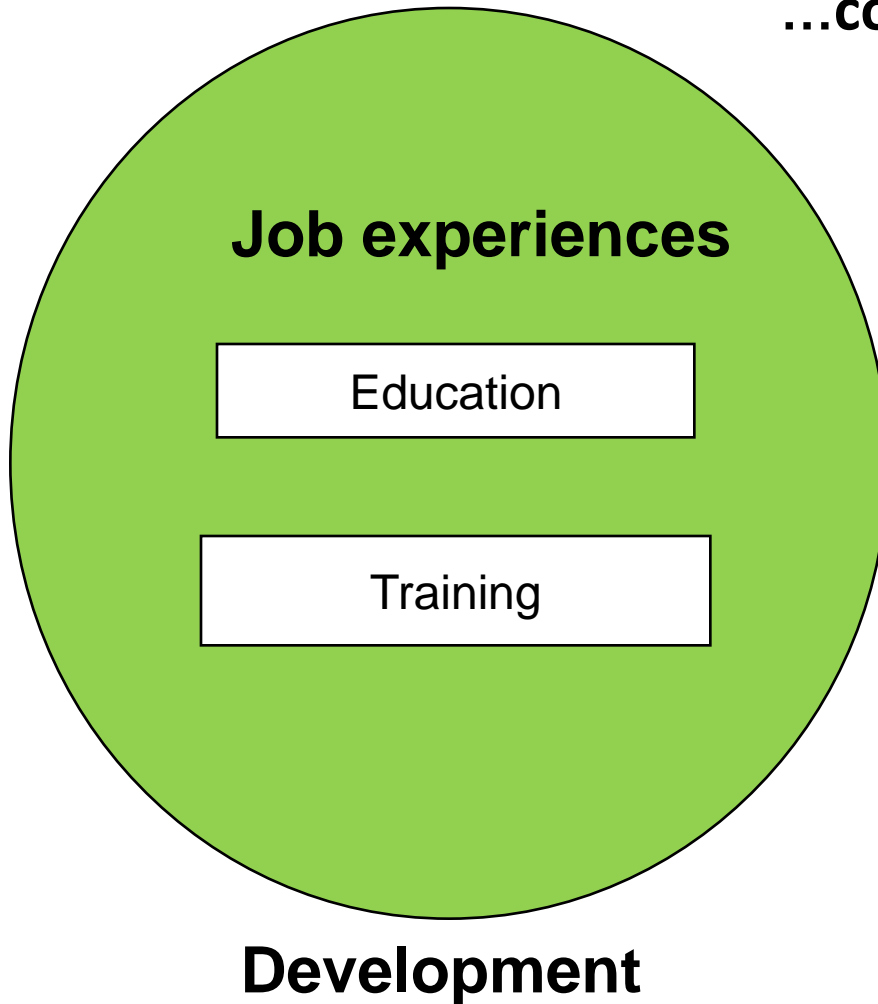
Catalyst

- ▶ Do you have an **attitude** worth catching?
- ▶ Are you helping to shape the **future**?
- ▶ How are you enabling **change**?
- ▶ **Developing people** is your yardstick of success.



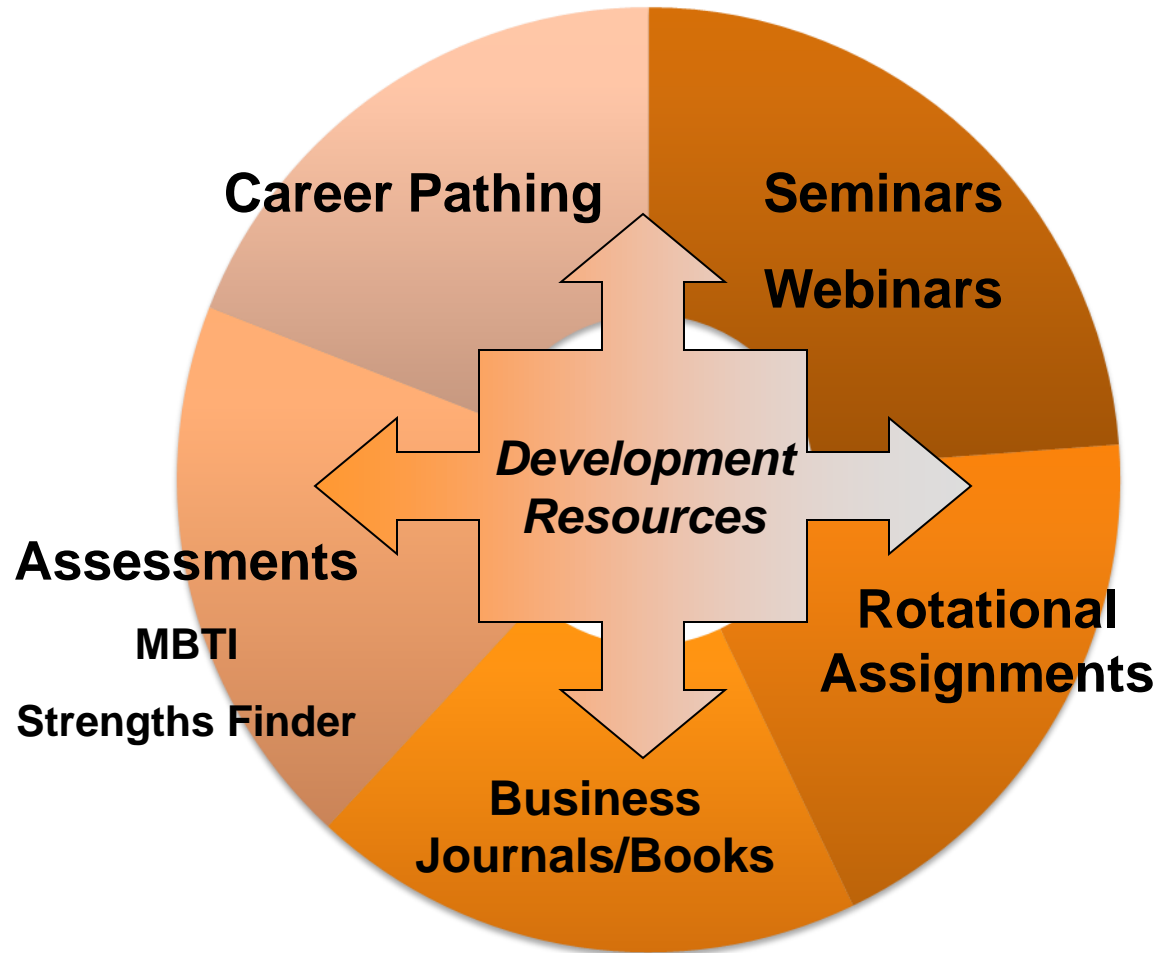
On-the-Job Experiences...

...connect training & development



The best leaders never stop learning.
Lincoln on Leadership

Development Resources



The most common cause of leadership failure is inability or unwillingness to change with the demands of the new position. The leader who keeps doing what he/she has always done will continue to get the same results.

Derailment Factors

Problems with Interpersonal Relationships. Ineffective at developing great working relationships with others.

1

Difficulty Building and Leading a Team. Encounters obstacles when attempting to select, develop and motivate a team.

2

Difficulty Changing or Adapting. Shows resistance to change and developing from mistakes.

3

Failure to Meet Business Objectives. Finds it complex to follow up on deliverables.

4

Too Narrow a Functional Scope of Responsibility. Lacks the depth needed to manage outside of current role.

5



Solutions

Implement something every day

Strategic Perspective

Be forward thinking and ask questions.

Leaders with a strong strategic perspective clearly understands the viewpoint of senior management and can effectively analyze complex problems.

Change Management

Be willing to step outside of your comfort zone.

Manages resistance to change.

Adapts to changing external pressures faced by the organization.

Building Collaborative Relationships

Garners cross-functional partnerships to move the agenda forward.

Gains support and trust of peers, higher management and customers.

Employee Engagement

Seek continuous feedback and areas for improvement.

Interacts with staff in a way that develops motivation. Sets a challenging climate to encourage individual growth.



Manage as if you own the company.



Lead as if the world is following.

Ask Yourself:

*Increase Your Influence – The **Three** Perspectives*

- How do I see myself right now?
- How do others currently see me?
- How do I want/need to be seen?

How Do I Get Started?

Perform an honest assessment of your strengths and opportunities for improvement.

Identify career opportunities.

Devise action plan to attain your career goals.



Define your career goals.

Initiate discussions with coach, mentors, colleagues & supervisor.

Individual Development Plan (IDP)
Identify relevant training and development tools.



Resources

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**The pessimist complains about the wind. The optimist
expects it to change. The leader adjusts the sails.
- *John C. Maxwell***



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