



7 Killer

LEADERSHIP GROWTH STRATEGIES





Step 1

Let your vision define the future

Don't allow the constraints of today to limit your vision. Building a GROWTH plan from the ground up can be a daunting proposition. You can get some quick traction and take a step towards creating a compelling vision by starting with the end in mind.

Ask yourself, what do you want your legacy to be? i.e. When you realise your vision what do you want to leave behind in terms of teams, revenues, sustainability, talent , and stakeholder

Step 2

Reset the boundaries

People want to be free to make decisions and contribute significantly to the organisations they work within. Often their lack of contribution comes from a feeling that no-one cares.

Rebuild your teams connection to the organisation and your vision by engaging them in sessions that redefine and validate their core values. Ask them for their ideas and give them the freedom to try them out. **Growth comes through a process of engaging people and allowing them to see their ideas at work.**



Step 3

Master Choreography

All senior leaders leave lasting images; some are good and some not so good.

Consider how you are going to enter and exit your next meeting. Who do you need to greet? Who do you want to thank? What do you want to leave behind?

People look to leaders for consistency and credibility, it is your responsibility to ensure that is what you give them.





Step 4

Warrior Spirit

Urgency is important. Business is moving too fast these days for us to allow our teams to be pedestrian. A recent survey showed that only 8% of people felt their boss was inspirational. Don't allow yourself to be one of these managers.

Help your team see that the market is really competitive and that the work they are engaged in is a competitive event. **Challenge them and challenge yourself to talk about what they are winning everyday.**

Step 5

Break down silos and build teams

Individuals often try to solve problems on their own. Sometimes they believe it's their responsibility; or they believe everyone else is too busy; or they just can't see how to get others involved.

Teams have to learn how to successfully work together. This is not a naturally occurring phenomena. Look for opportunities that require a team to generate a new solution. **Then work on the team, not in the team.** Show them how to succeed by using team problem solving techniques.



Step 6

Become obsessed with feedback

People fear feedback because it often causes managers to focus on what went wrong rather than what went right.

Look at your vision and ask; What feedback will tell your team they are on the right path? What feedback will make your offering stronger? Then consider how to present that feedback so that your team develops a **hunger for feedback instead of a fear of it**. When it's a success, congratulate the team. When it's a failure, ask them what they have learned.





Step 7

Have a 12 week plan

Growth will come quickly when you lead your team to engage in your project. A short plan will help maintain urgency and keep people engaged in the story.

It is a timeframe everyone can relate to. It offers multiple opportunities to **celebrate success, reinforce the team** and recognise individuals for their outstanding contributions.

Need more help

Call us at:

+44 2891 81 77 40

we look forward to hearing from you

Management controls

Leadership promotes GROWTH

We have a proven track record of helping managers use leadership techniques to generate projects that deliver value to their organisations.

- High level custom design that's consistent with your strategic plans?
- Effective follow-through with ongoing results?
- Deliver clear business results?
- Transformation of your management cohort?

Whether it's designing a superior global roll-out, or taking care of an individual top talent we are here to help. Our disciplined, singular focus on **leadership for managers-of-managers** has afforded us the volumes of experience and vast expertise to provide you with an unrivalled quality and client-focused service.

About Making Great Leaders

MGL specializes in the design and delivery of Leadership Development Processes that improve the value and productivity of Managers-of-Managers. Ultimately, we help you get the results you want. Whether that means more sales, improving engagement, delivering innovation, or forging new partnerships, our leadership specialists will create an effective, engaging, and results focused development process that will support you in achieving your goals and ultimate vision.

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