Recognising and Nurturing Leadership at All Levels of the Organisation

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Industry Challenges

• Downturn in the economy
• Tired infrastructure
• New markets, new cultures
• Internet = Universal expectations
• Increasing expectations & value for money
• Continuous change management
HR Challenge

Leadership
What are the **characteristics** of the leaders in your organisation who **deliver the best results**?
Key Characteristics

• Relationship builder
• Coach
• Mentor

• Communicator
• Inspires others
• Has followers
• Takes initiative
What do you currently look for?
Leadership is about **people**
And must be aligned with organisational goals
Successful Leaders manage individual relationships & are the conduit for delivering the Organisation’s strategic priorities, vision and values.

Research: Corporate Leadership Council
Good leaders

- Model
- Challenge Processes
- Inspire shared visions
- Enable
- Encourage

Kouzes & Posner (The Leadership Challenge 2007)
Barriers

• Post colonial culture
• Non-development organisational cultures
• Lack of continuing education & training
• Disconnect by senior leaders of the importance of building talent
• Different expectations & focus among leaders
Do your leaders fully understand what the organisation is trying to achieve and the path that you want to take to get there?
How does your organisation share its goals, strategic plan and results?
The best Leaders are developed not trained
Good leaders

- Mentor
- Coach
- Give regular feedback
- Recognise & reinforce behaviours
Barriers

Time is scarce and daily tasks & crises take precedence
What is the **focus** of your Senior/Middle/Junior Leaders?
Create a **Culture of Learning**
Foster Innovation

- Bring decision making to all levels of the organisation
- Think Open Source
- Use mistakes & failures as learning opportunities
Review and align your systems and processes
HR Systems & Processes

- Strategic Plans
- Recruitment
- Performance Management
- Succession Planning
- Training and Development
Support your leaders with the appropriate training that supports the competencies required for leading and managing
Thank you