Maximizing Your Leadership Impact

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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

- Communication
- Integrity
- Execution
- People Management
- Drive
- Learning, insight, understanding and awareness

Build Relationships
Coach & Inspire
People, Foster Collaboration

Speak with Impact, Listen to Others

Sound Judgment
Always does the Right Thing, Values

Drive for Results, Lead Courageously
Transformational

Strategic Advantage, Champion Change, Innovative
3 Key Elements to Maximizing Leadership Impact

- Challenge
- Capability
- Catalyst
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?
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...

Job experiences

- Education
- Training

...connect training & development

Activity
Training
Development

The best leaders never stop learning.
Lincoln on Leadership

The best leaders never stop learning.
Lincoln on Leadership
Development Resources

Assessments
- MBTI
- Strengths Finder

Seminars

Webinars

Rotational Assignments

Career Pathing

Business Journals/Books

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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

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

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

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

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

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

Implement something every day
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.
- Define your career goals.
- Initiate discussions with coach, mentors, colleagues & supervisor.
- Devise action plan to attain your career goals.


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

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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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