

STOP MANAGING AND START LEADING!



Workbook

Developing Leaders Ltd

Introduction

Our history stops us from leading. The things that happen when we are children, the way we feel about things and deal with things and our levels of resilience, all shape the future.

Most of the time, we are managing and not leading. We are surviving, controlling, problem solving and sometimes, just getting by.

So let's start by looking at the difference between management and leadership. And more importantly, why it matters.

Management is the process of dealing with or controlling things or people. AKA doing things right.

Leaders help themselves and others to do the right things. They set direction, build an inspiring vision, and create something new. Leadership is about mapping out where you need to go to "win" and it is dynamic, exciting, and inspiring.

To be a good leader you also need intimacy and love – love for yourself and love for others.

You need the ability to make hard decisions, sometimes when others won't.

You need resilience – the ability to deal with setbacks, to bounce back and be mentally tough.

And you need to have the right attitude – a growth mindset, a glass half-full.

Put most simply, managers do things right and leaders do the right thing.

Think about that for a second. There is a difference. I wonder how much of our time we spend doing things right, getting things right, being right, telling other people how to do things right, pointing out to others when something isn't quite right?

And I wonder how much of our time we stop to think, to imagine, to create, to dream, to help others find their purpose....and to do the right thing?

What about YOU!

Look at the list of behaviours and characteristics below. Which of these resonate with you?

Are you more like this?

Having vision and strategy to achieve long term goals; being creative and thinking outside the box

Aligning people through communication: getting them to believe in their future and working towards what they really want in life and business

Motivating, inspiring & energising yourself and others to believe in and achieve dreams

Producing positive and sometimes dramatic change

Or this?

Planning, budgeting, organising, getting things done

Structuring and allocating day to day tasks, writing lists, being 'busy'

Controlling, problem solving, monitoring results and taking corrective action, being a perfectionist

Producing order, consistency and predictability and hating any type of change

Chances are, if you're more inclined towards the right hand column, then you're spending your time managing. If you feel you do most of the things in the left hand column, then you've got some great leadership traits.

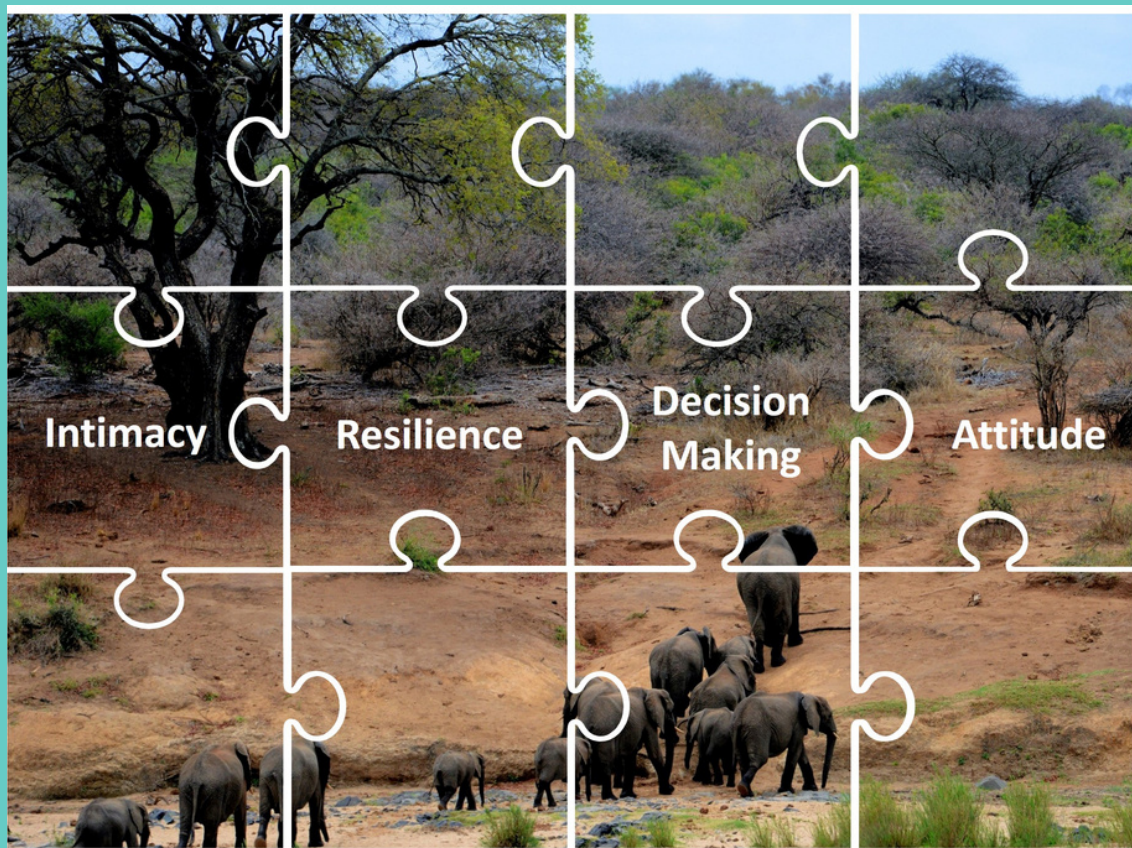
Don't get me wrong, there is a place and time for management short-term, but to be a great leader, we need to be looking ahead and thinking more holistically and creatively about things.

And leadership isn't just about what you do at work. It starts with you. If you can lead yourself, then you can lead others. So let's look at what's really needed to be a great leader.

The Leadership Jigsaw

There are a few different pieces of the jigsaw that make up a great leader. You may already have some of the pieces - and there may be some that you need to work on. Let's look at it first as a sort of equation.

INTIMACY + RESILIENCE + DECISION MAKING + ATTITUDE = LEADERSHIP



Only when all four pieces of the jigsaw are there, do we have true leadership. OK, so let's take a look at how you measure up in all four categories!

What needs to change?

Intimacy

How do you feel about yourself and others? How can you form close, lasting relationships filled with love?

How do you cope with things? What can you do to reduce the stressors in your life?

Resilience

Decision Making

What are the hard decisions you need to make for yourself and others? What or who can help you?

Is your glass half-full or half-empty? What can you do, today, to adopt a more positive mental attitude?

Attitude

My Leadership Jigsaw

Top Tips

Number 1: INTIMACY

Recognise the things you love about yourself, the things you're good at, the things that you do that makes a difference and celebrate this. Shout it from the rooftops! Learn to know and love others – build great relationships at home and at work.

Number 2: RESILIENCE

Put on your own life vest first. You are nouse to anyone else if you are already drowning. So take care of yourself. Reduce your capacity for stress by eating the right things, taking exercise, stretching your mind. See challenges as opportunities. See failure as a chance to learn. Actively seek feedback about your performance. Toughen up and bounce back.

Number 3: DECISION MAKING

Think about what needs to happen and look ahead at who will be affected. Will your decision make a difference for the greater good and will it be sustainable? Make sure that you can justify the reasons (or rationale) for your decision. People will respect you for your intentions, even if sometimes your decision turns out to be wrong.

Number 4: ATTITUDE

Change your attitude! Whatever you think and feel, will certainly manifest itself into what you say and do. Recognise when you are having a bad day and choose to do something about it. Don't be a victim. Fill up your glass, use positive language and stop surrounding yourself with mood-hoovers!

And if you work on these 4 things, then you will have stopped managing and started leading.

WHAT'S NEXT?

If you would like to know more about how to stop managing and start leading, why not get in touch with Fiona - she can help! Your first discovery call is absolutely FREE.

Let's Talk

You can also join her Fiona Bryan Coaching Facebook Group which is for like-minded people who want to make personal or professional life changes.

Join the Facebook group

And you can also find her on Instagram

Fiona Bryan is MD of Developing Leaders Ltd and Fiona Bryan Coaching. She is a corporate and executive coach, leadership trainer and motivational speaker.

She helps professional men and women at all levels of their career, to improve their resilience, find their purpose and feel more powerful, so that they can stop thinking like an imposter, start believing in their ability to be a great leader and add value to their businesses and organisations.

This means that the people she works with feel empowered to change their attitude, their behaviour - and ultimately their personal and professional lives.

Fiona Bryan Coaching



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