

making financial sense of the future

What is leadership?

... and how can you develop leadership skills?

Hilary Johnson The Results Partnership

"Don't wait for your ship to come in... ...swim out to it"

What is leadership?

- ${\rm q}\,$ Knowing where you are going
- ${\bf q}\,$ Knowing how to take others with you
- ${\tt q}\,$ Being yourself

Management

- \mathbf{q} Controlling
- ${\bf q}$ Implementation
- q Efficient and effective deployment of resources
- q Monitoring and reviewing performance

"Managers do things right. Leaders do the right things."

Leaders

 ${\rm q\,}$ Who do you regard as leaders?

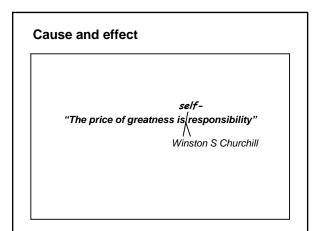
 ${\rm q\,}$ What qualities do they have that makes them leaders?

Key influencers

- ${\tt q}\,$ Who are or have been the key influencers in your life?
- ${\tt q}\,$ What qualities did/do they have that you admire?
- ${\rm q}\,$ To what qualities do I personally aspire as a leader?

Emotional intelligence

- ${\rm q}$ Self-awareness
- ${\rm q}\,$ Emotional resilience
- ${\tt q}\,$ Motivation
- ${\bf q}~$ Inter-personal sensitivity
- ${\tt q}\,$ Influence
- ${\tt q}~$ Intuitiveness
- \mathbf{q} Conscientiousness



Defining moments

- ${\tt q}\,$ The defining moments in my life have been \ldots
- ${\rm q}\,\ldots$ and my response was \ldots

You as a leader

- ${\rm q}\,$ I am a leader because \ldots
- ${\rm q}\,$ I am not yet a leader because ...

Levels of leadership

- ${\rm q}\,$ I am a leader in the context of \ldots
- ${\rm q\,}$ The behaviours that support my leadership are \ldots
- ${\tt q}\,$ My unique capabilities in leading are \ldots
- ${\bf q}\,$ The values or qualities that are important in my leadership are \ldots
- ${\tt q}\,$ The beliefs that support me in leading others are \ldots
- ${\rm q\,}$ I am a leader because I am ...
- ${\rm q\,}$ My mission as a leader is \ldots

Be clear about where you are going ...

g State your outcome as a leader *(in the present tense)*

and/or...

g What do you want? (stated in the positive)

Be clear about where you are going ...

- ${\bf q}\,$ How would you know that you have it? what do you see, hear and feel?
- q How would someone else know you have it?
- q What are the steps necessary to get there? what is the first step?

Be clear about where you are going ...

- ${\rm q\,}$ When do you want your outcome?
- ${\rm q\,}$ When do you not want it?
- ${\tt q}\,$ With whom?
- q Where?

Be clear about where you are going ...

- q What are the positive by-products?
- q If you get what you want do you lose anything?
- ${\rm q}~$ Is it representative of who you are and who you want to be?
- g Can you initiate and maintain it?

How can you continue to develop your leadership skills?

- ${\rm q}~$ Practice and get feedback
- ${\rm q\,}$ Transfer skills from one leadership situation to another
- ${\rm q}\,$ Develop emotional intelligence skills
- q Develop communication skills

"Do not go where the path may lead.

Go instead where there is no path ... and leave a trail."

The Actuarial Profession making financial sense of the future

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