



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?

- Knowing where you are going
- Knowing how to take others with you
- Being yourself

Management

- q Controlling
- q Implementation
- q Efficient and effective deployment of resources
- q Monitoring and reviewing performance

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

Leaders

- q Who do you regard as leaders?
- q What qualities do they have that makes them leaders?

Key influencers

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

Emotional intelligence

- q Self-awareness
- q Emotional resilience
- q Motivation
- q Inter-personal sensitivity
- q Influence
- q Intuitiveness
- q Conscientiousness

Cause and effect

self-
“The price of greatness is responsibility”
Winston S Churchill

Defining moments

- q The defining moments in my life have been ...
- q ... and my response was ...

You as a leader

q I am a leader because ...

q I am not yet a leader because ...

Levels of leadership

q I am a leader in the context of ...

q The behaviours that support my leadership are ...

q My unique capabilities in leading are ...

q The values or qualities that are important in my leadership are ...

q The beliefs that support me in leading others are ...

q I am a leader because I am ...

q My mission as a leader is ...

Be clear about where you are going ...

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

and/or...

q What do you want? (*stated in the positive*)

Be clear about where you are going ...

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

Be clear about where you are going ...

- When do you want your outcome?
- When do you not want it?
- With whom?
- Where?


Be clear about where you are going ...

- What are the positive by-products?
- If you get what you want do you lose anything?
- Is it representative of who you are and who you want to be?
- Can you initiate and maintain it?

How can you continue to develop your leadership skills?

- Practice – and get feedback
- Transfer skills from one leadership situation to another
- Develop emotional intelligence skills
- 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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