

THINKING
LEADERS

AWARENESS

Leading Yourself Before Leading Others

The 4 Pillars of
Leadership Mastery

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THE 4 PILLARS OF LEADERSHIP MASTERY

Leadership: How we inspire others to achieve their full potential and even exceed what they would have thought was possible to achieve for themselves.

Management: How we guide others to do their role successfully.

Some examples of the four pillars of leadership mastery in business, career and life include:

PILLAR 1. SELF-LEADERSHIP - Reflect honestly on your current self-leadership

Models people who have succeeded in that role

Proactive about personal and professional development

Brings innovative ideas to the business

Welcomes collaboration and ideas from others

Communicates clearly when needs assistance

Seeks feedback to improve

Supports and champions the goals of others

Demonstrates sound judgement when making decisions

Reliable, professional, team player, sticks to commitments

Handles new challenges, change and adapts easily

Understands impact on others of behaviour - self awareness

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PILLAR 2. SELF-MANAGEMENT - Reflect honestly on your current self-management

Knows own KPI's and achieves them without fuss; looks to improve on current KPI's by generating ideas

Communicates to leader progress towards KPI's without prompting

Stays on goals regardless of distractions

Prioritises daily, weekly and monthly consistently

Manages current tasks when new tasks & responsibilities are added

"Manages up" by offering progress reports, updates, plans, stats

Focus always on what needs to be done

Stays on track with yearly and 90 day goals

Able to utilise existing structures & systems effectively & improve them without prompting; handles things when important - not a crisis

Demonstrates initiative often and finds a way to get the job done

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PILLAR 3. LEADERSHIP OF OTHERS - Reflect honestly on your current leadership of others

Sets an example always of excellence

Shares the vision of the organisation/team

Demonstrates emotional intelligence

Able to initiate creative chaos to improve the business

Engenders trust and sticks to commitments

Unwritten Ground Rules match Written Ground Rules

Strategic thinking demonstrated often

Effective decision making strategies used

Seeks to assist and champion others, guiding them to the next level

Puts team goals ahead of personal agenda

Listens & acknowledges

Gives easy to understand feedback

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PILLAR 4. MANAGEMENT OF OTHERS - Reflect honestly on your current management of others

Regular, accurate and consistent reporting of status of KPI's, goals and tasks

Able to report accurately and factually, progress, including where improvements are needed, both to the team member & the manager

Able to assist team to achieve their KPI's and able to assist others to improve on their KPI's

Able to train others to achieve desired results and develop leadership in others

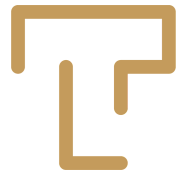
Listen, collaborate and understand before a decision is made

Uses appropriate leadership and management style depending on the competence and confidence of the team member



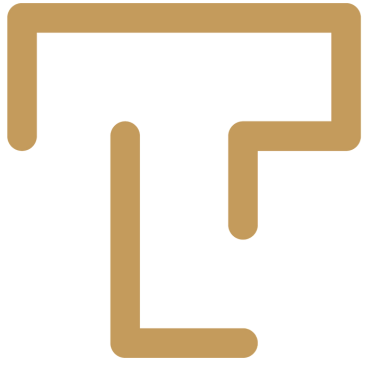
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