## Three Pillars of Effective Leadership

## **Define Leadership**

The ability to *inspire* others to achieve shared objectives.

Managers tell people what to do, leaders inspire them to do it.

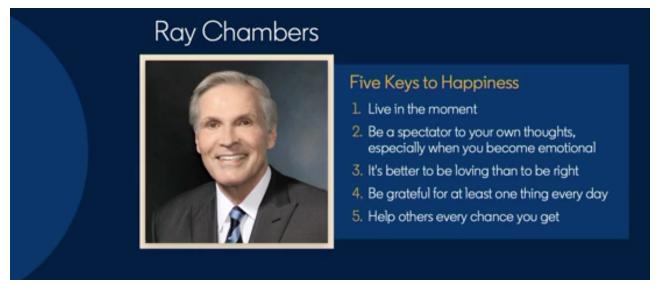
## Important qualities of an Effective Leader



## Part 1: Awareness

Part 1.1	What it means?	How to achieve it?
Self Awareness	Be Spectator to your own thoughts  Problem: We all have a fighting human nature  • egocentrism  • triggers (same result as an unhappy past)  • unconscious bias (proximity to people same as you)	Develop Mindfulness practice     breathing, working out,     meditation etc
	Manage Compassionately  Problem: Meetings having conflicting views	<ul> <li>Compassion = Empathy +         Action</li> <li>De-escalate by being         "spectator to your own         thoughts"</li> <li>Discuss shared objective and         try to achieve them instead of         personal objective</li> <li>Be open, honest, constructive</li> </ul>
	Know what you ultimately want to accomplish	<ul> <li>Optimize for skill and passion</li> <li>Develop skills in the field that you are truly passionate about</li> <li>Honest self assessment of strengths and weaknesses</li> <li>Double/Triple down on strengths</li> <li>Get weaknesses only to a certain baseline</li> <li>Work with people who complement your skills</li> <li>Seek 360 degree feedback</li> <li>Seek mentor</li> </ul>





Find and follow your mentor

Part 1.2	What it means?	How to achieve it?
_	Building your team	<ul> <li>Complementary skills and perspectives         (DIBS: Diversity, Inclusion, Belonging)         <ul> <li>Welcome diverse perspectives</li> <li>Include diverse people in decision making</li> <li>Make them feel you are one of them</li> </ul> </li> </ul>
		The three qualities of people I most enjoy working with  Express gratitude  Words like great job, thank you etc  Deliver with authenticity
	Reading the room	<ul> <li>Listen with intent to understand and not reply</li> <li>Speak with the intent to be understood and not just prove your point</li> <li>Just because you said it, does not make it so o follow up, build accountability, track progress etc.</li> <li>Public Speaking: Repeat, Repeat</li> </ul>
	Meeting dynamics	<ul> <li>Cover slide: This meeting will be success if</li> <li>Balance between presentation v/s discussion and tension v/s patience</li> <li>3 categories of feedback</li> </ul>

	<ul><li>One person's opinion</li><li>Strong suggestion</li><li>Mandate</li></ul>
Company Awareness	<ul> <li>Daily, Weekly data (ex. dashboards, email updates etc)</li> <li>Weekly meetings (ex. 1:1s, staff meetings etc)</li> <li>Longer term meetings (ex. OKRs)</li> </ul>

Part 1.3: Macro

