

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	<p>Be Spectator to your own thoughts</p> <p><i>Problem: We all have a fighting human nature</i></p> <ul style="list-style-type: none"> • <i>egocentrism</i> • <i>triggers (same result as an unhappy past)</i> • <i>unconscious bias (proximity to people same as you)</i> 	<ul style="list-style-type: none"> • Develop Mindfulness practice <ul style="list-style-type: none"> ◦ breathing, working out, meditation etc
	<p>Manage Compassionately</p> <p><i>Problem: Meetings having conflicting views</i></p>	<ul style="list-style-type: none"> • Compassion = Empathy + Action • De-escalate by being "spectator to your own thoughts" • Discuss shared objective and try to achieve them instead of personal objective • Be open, honest, constructive
	<p>Know what you ultimately want to accomplish</p>	<ul style="list-style-type: none"> • Optimize for skill and passion <ul style="list-style-type: none"> ◦ Develop skills in the field that you are truly passionate about • Honest self assessment of strengths and weaknesses <ul style="list-style-type: none"> ◦ Double/Triple down on strengths ◦ Get weaknesses only to a certain baseline • Work with people who complement your skills • Seek 360 degree feedback • Seek mentor

Self

Ways to generate self-awareness



Mindfulness
practice



360
feedback



Mentorship

LinkedIn Learning

Ray Chambers



Five Keys to Happiness

1. Live in the moment
2. Be a spectator to your own thoughts, especially when you become emotional
3. It's better to be loving than to be right
4. Be grateful for at least one thing every day
5. Help others every chance you get

Find and follow your mentor

Part 1.2	What it means?	How to achieve it?
Team Awareness	Building your team	<ul style="list-style-type: none"> • Complementary skills and perspectives (DIBS: Diversity, Inclusion, Belonging) <ul style="list-style-type: none"> ◦ Welcome diverse perspectives ◦ Include diverse people in decision making ◦ Make them feel you are one of them <div data-bbox="706 768 1432 1167"> </div> <ul style="list-style-type: none"> • Express gratitude <ul style="list-style-type: none"> ◦ Words like great job, thank you etc.. ◦ Deliver with authenticity
	Reading the room	<ul style="list-style-type: none"> • Listen with intent to understand and not reply • Speak with the intent to be understood and not just prove your point • Just because you said it, does not make it so <ul style="list-style-type: none"> ◦ follow up, build accountability, track progress etc. • Public Speaking: Repeat, Repeat, Repeat
	Meeting dynamics	<ul style="list-style-type: none"> • Cover slide: <i>This meeting will be success if</i> • Balance between presentation v/s discussion and tension v/s patience • 3 categories of feedback

		<ul style="list-style-type: none"> ○ One person's opinion ○ Strong suggestion ○ Mandate
Company Awareness		<ul style="list-style-type: none"> • Daily, Weekly data (ex. dashboards, email updates etc) • Weekly meetings (ex. 1:1s, staff meetings etc) • Longer term meetings (ex. OKRs)

Part 1.3: Macro

