



Seven Tips For Leaders

From Jones Loflin

Innovative Yet Practical Solutions For Today's Leaders



If decisions are based on context, and you can control the context, you can influence people's decisions.

-Professor Levav

If you tell the truth, you don't have to remember anything.

-Mark Twain

Leaders in today's workplace have a greater challenge than ever. If you find yourself struggling to take your team to a place they can't take themselves, implement these strategies into your action plan:

Connect with them using pictures. Whether it's an actual image or you are describing a desired future, you are providing clarity by using them. You are also tapping into their emotions, which are strong motivators to take new actions.

Be as honest and transparent as possible. If the task will be difficult, acknowledge it. Remind them of what resources the team has in place to take this more challenging course of action. If you make a mistake in your leadership, admit it, share what you learned from it, and what you plan to do differently next time.

Identify their currency. Analyze each member on your team. What is important to them? What do they value? Connect their interests or values to new initiatives or changes in direction.

Know what they need. Ask your team members what they need to improve. You might just be surprised about the simple things they suggest.

Minimize meeting times but maximize their impact. In many of my training programs meetings are highlighted as one of the biggest time wasters in someone's day. Look for other ways to communicate information or share reports. If you do meet, make it meaningful.

Learn from other leaders. Seek out successful leaders in a similar position to yours. Ask them to share with you what has worked in their situations.

Celebrate "small wins." You can see through current difficulties and how the team is progressing toward a goal. Others may not be as vision-oriented. Anytime you see a team member take a step forward with a skill or with a change, acknowledge it appropriately. This includes celebrating your own accomplishments as a leader-the motivation is invaluable.