

LEADERSHIP

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THE LEADERSHIP SECRET...

You wouldn't expect your favorite sports team to be effective without a coach... Nor would you expect the people you lead to be effective without a leader.

To get high-level productivity and "buy in" from your workplace community, your role as a leader takes in many things like mission and visions, goals etc... But one of the simplest secrets to good leadership is coaching. Therefore your aim should be, to be the best coach you can be, so here are a few starting points.

How to put the secret into action...

Here are some points on what I believe makes a great coach, take a look and decide which of these skills you probably already have, and which ones you may need to work on. Feel free to make your own list and explore them one by one, hopefully my list gives you a starting point by which to create an ongoing personal and professional development guide.

- **Love people** – Great coaches know they are leading people in a great cause of some kind and the value of that is generally very high, to get the most out of the team and therefore the task at hand they know people will be the device, which makes the task happen. If the coach loves people they will then find ways to enhance and empower their teams skills to be all they can be and generally from a positive viewpoint.
- **Motivate them** – If you want the best out of people you need to motivate and encourage them in ways, which inspire them to do great things, to go the extra mile, see the results of their efforts and be pleased with those results. Motivation is NOT driving them, yelling and screaming, pushing them hard, its more about finding ways to encourage them to be all they can be, sometimes it's as easy as a quick chat while sometimes a longer process needs to be undertaken.
- **Get their opinions and thoughts** – Why should you be the one with all the ideas? Let the team use their collective intelligence to explore more effective ways of doing what they do. You might just get a lot more than you thought. Perhaps you need to employ more brainstorming techniques in meetings to get the ball rolling. Listening is a great skill, note how we have two ears and only one mouth...

- **Explore mistakes they can create great opportunities** – As a child learning to walk, you stood up and fell down a few times until it all came together, after a while the bruises, scratches and scrapes healed and you explored walking some more, no one said you couldn't do it, did they? Mistakes therefore are just opportunities to learn and grow and you need to ensure in the pursuit of better outcomes the more mistakes the team make should therefore mean they are pushing the boundaries further to discover better ways to get results. (Hopefully the mistakes are small ones with low consequences).
- **Solve challenges and problems together** – As a coach you may ask questions, which are more about how to solve challenges and problems, than telling them how to do things, when the solutions are self generated they generally have greater impact and "buy in" from the person involved, in a sense it's "their baby".
- **Work on the positive and reward the behaviour you want** – Who wants to push a "negative barrow" about? After all it's hard work and like an uphill trudge, the more you push, the heavier the barrow seems to get and the steeper the incline seems to be.
- **Self edit** – As a coach, your commitment to being all you can be, will mean you are leading by example. Before long you will be seeking out every opportunity to hone your skills in all aspects of being a coach and "editing" yourself to get better results, perhaps you will even find someone to coach you to be a better leader too.

Consider some of the many ways you can build skills in the areas mentioned, you will probably start to see positive results very quickly if you do!

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