



Bob 'Idea Man' Hoey

## Leadership skills are changing; are yours?

If you seek to be an *effective manager and leader* in the 21st century, a reflective look at this list of leadership styles, activities, or attributes might be in order. To add to that reflection a few different aspects of effective leadership follow.

Ask yourself how many of these traits you exhibit as you seek to lead those who have entrusted you with their concerns. What needs to change for you to become more effective in your leadership and team management?

Leadership and working with teams can be fun. It can also be an exercise in futility and frustration.

Leading is an acquired skill in the art of working with people in helping them focus their efforts on a common goal or team objective. Let's row in the same direction!

### Responsible:

Do you take full responsibility for your actions and decisions? Do you also take responsibility for their results? Are you responsible and accountable and available when decisions are made and steps taken by your team?

### Growing:

Are you a leader *on-the-grow*, a manager who is committed to seeking out new ideas, new methods and new alliances to help serve those you lead? Are you a leader who is also an avid reader?

### Exemplary:

Do you walk your talk? Do your motives, actions and attitudes reflect the person you would honestly like to become?

### Inspiring:

Do you inspire confidence and trust in those who follow you? Can you call them to action, in solving your mutual challenges?

### Efficient:

Do you use your time wisely as well as the time of those you serve? Do they see you using your time in productive activities on their behalf? Do you have time to fully do your job in leading and managing your team?

### Caring:

Do your people know from experience that you care about them? Do you model it?

### Communicating:

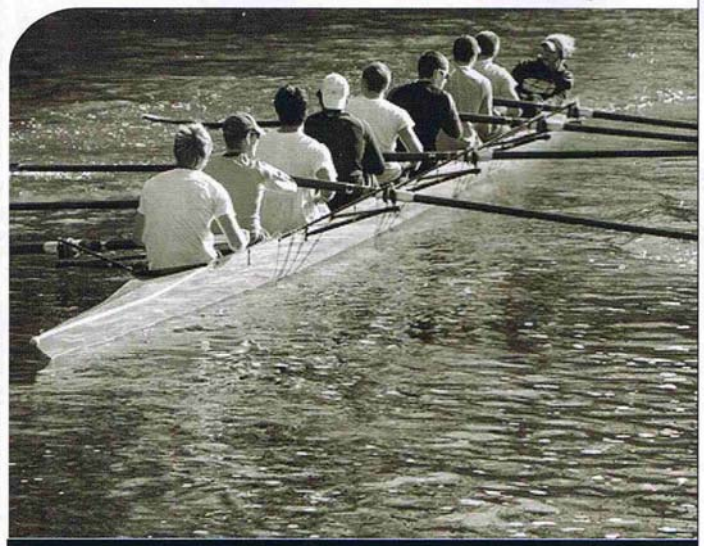
How are you at sharing your ideas; at listening to the needs and concerns of your people and in making sure that you fully understand them? Do you make sure they are well informed about what the challenges and your proposed solutions to those changes entail?

### Competent:

This strikes at the heart of your ability to deliver the goods for your people. Are you competent to do the job and do it well?

### Goal oriented:

Are you a leader who is effective in setting realistic goals, communicating those goals, and gathering people



to support the attainment of those common goals? A leader or manager who achieves the worthwhile goals set for the common good?

**Decisive:**

Can you make an informed decision and action on that decision quickly? Do you study a challenge to death and continually put off making a decision while waiting for more information?

**Unifying:**

Are you a leader who seeks to include everyone involved and works hard to make sure no one is excluded? Are you a manager who builds bonds between diverse groups or many with conflicting agenda and viewpoints? Are you a leader who can earn their trust and allow them to get past their divisiveness and get behind you in accomplishing something in everyone's best interest? Are you a creative catalyst for commitment and concrete action?

**Working:**

Are you a leader who is committed to working on behalf of those who trust you? A leader or hands on manager who is not afraid to get their hands dirty, to dig in, and lead by example; to do what is needed, to get the job done successfully? Are you a leader who sets an

energetic pace and is fully engaged on working out the solutions and to engaging people in the partnership of performance in achieving common goals?

**Tough list isn't it?**

But, if you would truly seek to be a 21st century manager or leader these are the skills that will assist you in successfully serving and leading your people. Are you willing to change?

*Let's row in the same direction!*

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