



Cordant
People

New Leadership
Expectations for 2016
Connect Then Lead



New Leadership Expectations for 2016

“Connect Then Lead”

“Leadership is not something that anyone can give you—you have to earn it and claim it for yourself. Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others.”

Leaders in 2016 will be expected to “connect” more at all levels

Today’s leaders need to work to ensure that all employees are “connected and engaged” with their job-roles because if people are not connected they will become disengaged from their jobs, as well as leaders and the company they work for, which will result in poor motivation. If a leader can connect - they can better understand reactions, needs and wants. Connection drives loyalty - it is a learned skill and leaders must genuinely connect with those they lead.

Good leaders are aware of the concerns of their employees and are on top of new developments in leadership theory and practice to create more effective working environments. Leaders must challenge employees; but at the same time, they must instil the confidence that the challenges can be met. The growth and development of people is the highest calling of leadership.

Better leadership practices can improve an organisation’s bottom line and companies that do not address leadership practices suffer a persistent drag on performance - adopting a flexible attitude and having the ability to accept changing circumstances is vital.

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Honesty in leadership generates a stronger team dynamic

Honest leaders of companies inspire their employees not just through words but through actions; thus they are the people who build their teams from the ground up and the recruitment of dedicated staff is the keystone to becoming a successful leader.

Leadership in 2016 will focus on collaboration and empowering people. Management provides structure, stability and organisation, while leadership provides the inspiration, influence and atmosphere for creativity, innovation and self-motivation. Leadership is something people need, whereas a process is something that can be managed.

The two most powerful experiences in life are achieving and connecting

Leaders of companies must connect with their staff - business is about people and connection is a “mind-set”. Leaders who do not connect well eventually become a liability.

The first responsibility in a position of leadership is to have a vision. A good leader has personality, courage and clear vision with ambition to succeed and adopts a leadership style which lends itself to ethical considerations. However, this year (2016) will see leaders of companies become more inspirational, as the traditional approach to performance management is being revolutionised.

Performance management will evolve – not disappear

Traditional performance management programs have become organisation wallpaper. They exist in the background with little or no expectations for impact. Managers will need to focus on conversations with employees on capabilities rather than what is going wrong. A culture of continual feedback is healthy, especially for Millennials who want more coaching and feedback than previous generations.

There are some fundamental changes that need to be made if organisations are to foster a high performance culture but navigating the rapid changes in company dynamics can be challenging.

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Education is the mother of leadership

Great leaders with excellent management skills encourage input and change, and the most productive way to measure them is based on feedback they get from their best people. Good leaders understand that some of the best leadership qualities entail listening to others with undivided attention. Efficient leaders follow a challenging and never-ending path of learning, which requires keeping an open mind.

Companies operate in a constant state of change and leaders will gain deep respect when they share as much as they know as soon as they can share it.

Management is about control - Leadership is about guidance

To run an organisation effectively, you need to control operations and systems, and you need to provide guidance to people. Management is about arranging and telling. Leadership is about nurturing and enhancing - problem solving.

Leadership is the capacity to translate vision into reality

To become a good leader a person must first be a good communicator. Good leaders know their audience and tell them what they need to know good or bad but, most importantly, a leader must have a vision of the future for the organisation and its members.



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“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”

Leadership is the most influential and critical element of all businesses, thus employees of a company will judge a leader by his or her commitment, and will commit themselves no more than the leader does. A leader is one who knows the way, goes the way, and shows the way.

All contributions to a company should be valued because this shows respect for every employee’s role; respect is what allows us to appreciate the best in other people. Respect is trusting that all people have done their jobs and fulfilled their duty.

Sustainable success requires leaders to recognise that there are smarter people who do things better and once a leader accepts that humility and has that openness of mind, it is possible to learn from people who are doing better both within an organisation and outside of an organisation. Leaders need to proactively ask their employees: “How do you think we could improve?”

A leader is the goal setter as well as the goal getter

A great person attracts great people and knows how to hold them together, but a leader also assumes risk. If there is no risk, little leadership is required. When a company wins, the team wins, but when an outcome is disappointing it is the leader who must take the responsibility.

Successful organisations need to have a clear purpose and direction that people can follow, because when companies specifically state what they are trying to achieve, and a shared understanding of why they exist, there is shared purpose and direction which drives employee motivation.

Conclusion

“Leaders must be more connected and lead by influence”

Leadership has never been more complex as the speed of business is increasing at a rapid pace, and leaders are being forced to change, as the old style of command and control just does not work with a younger generation who want to work for more than money - they want to contribute and also for their work to matter.

It is the people who feel connected to their company that will drive the business forward - there is a big difference between activity and accomplishment; many employees “sleepwalk” through their working day, they put in the time but lack passion. Engaged employees believe that they can make a difference to the company they work for - but it is the role of the leader to connect to all employees and to have a positive impact.

The ability to establish connections helps to influence the bottom line in a much more sustainable way than short-term focus on profit alone. There is nothing more valuable than a highly engaged workforce, because they work hard and are consequently more productive than disengaged and “unconnected” employees. Leaders who are considerate help people see and feel how they are contributing to the company’s success and future.

You do not always get to choose the role you play in a company, but you do get to choose how you play it - and people at every level of an organisation should bear this in mind.

If you would like a free consultation to analyse your current and future workforce needs please contact your local Cordant People branch or email marketing@cordantgroup.com with your location and we will arrange for one of our Branch Managers to contact you.



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