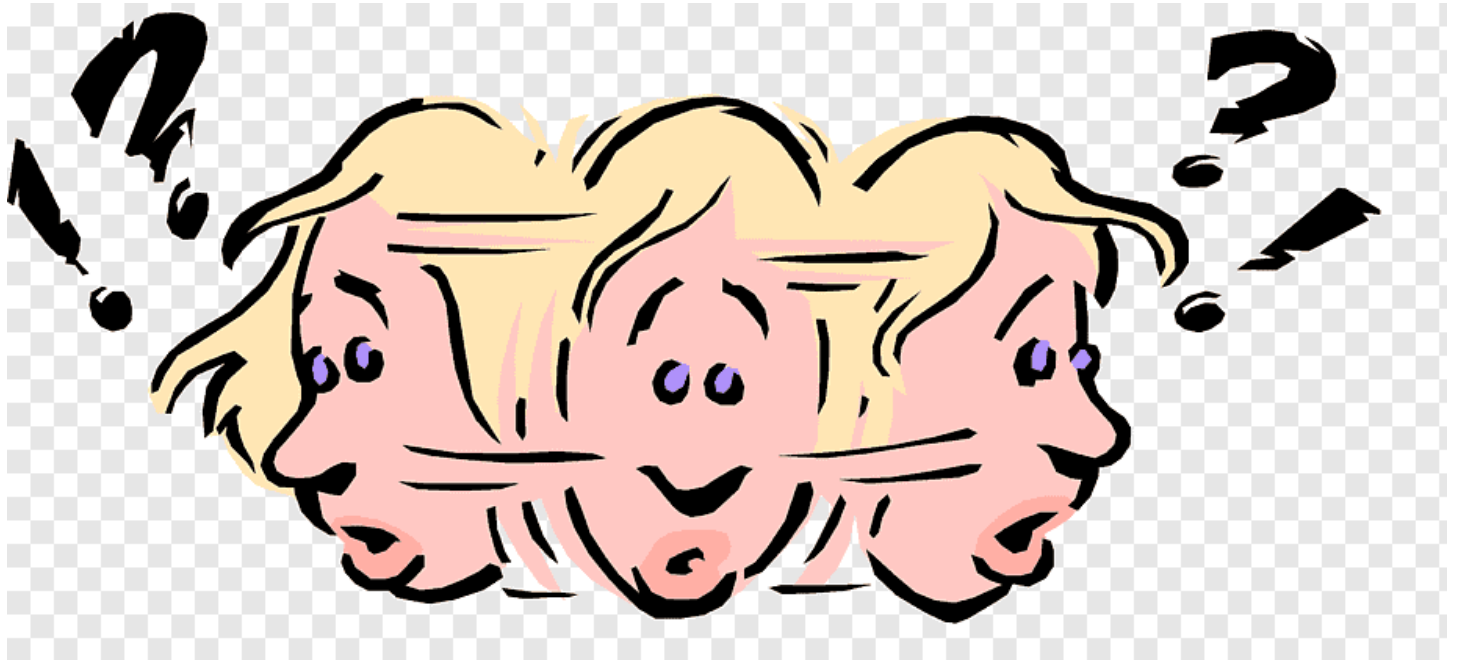


What's Your Mindset Newsletter

from **Helena Radeson - Your Partner to GET YOU WHERE YOU WANT!**



Who are you leading?

Or: A simple approach to enable you to know where to focus your leadership development so you can grow exponentially

Are you a leader? Maybe an aspiring leader? Do you think about if, when and how you lead? Are you sometimes uncertain about your leadership qualities? Are you indifferent to them, thinking it's nothing you can impact? Or maybe you are someone who's feeling very sure in their leadership?

In all circumstances, reflecting on what leadership is and on what different types of aspects leadership can include may offer new perspectives to your thoughts around leadership in general, and where you direct your own leadership efforts and development in particular. So

instead of fumbling in the dark, doing a little here, a little there, you will know what needs to be addressed first for maximum outcome.

“...you will know what needs to be addressed first for maximum outcome.”

“Leadership, both as a research area and as a practical skill, encompasses the ability of an individual, group, or organisation to ‘lead’, influence, or guide other individuals, teams, or entire organisations.”

That’s what wikipedia says in it’s intro to leadership.

And continues:

“‘Leadership’ is a contested term.”

And indeed it is.

In leadership theory development, from the ancient Greeks till today, the discourse has kept evolving. Philosophers, professors and public debate going back and forth over theories on leadership styles, about there existing typical leadership personality traits or not, whether leadership is a skill you are born with or that can be learnt, ideas on situational leadership, how leadership varies in different organisation types, and more.

It's easy to conclude that leadership theory is a vast and deep sea, and when you are looking for guidance on your own leadership development, it’s easy to get lost. Should I start here, or should I look over there, there are som many interesting waters to fish in!

With that in mind I’d like to guide you straight to a less theroretical, quite modern and very practically applicable pond. It’s an approach that will make it easy for you to see where to focus your learning and leadership development, or in the very least where to start.

“It’s an approach that will make it easy for you to see where to focus your learning and leadership development...”

The perspective we are going to use is the audience perspective.

We’re going to ask WHO is listening? WHO is being led?

The classic targets are stated in the Wikipedia definition of leadership above. You can lead:

- Other individuals
- Teams
- Entire organisations

But let's not stop there, in my view there is a big one missing: Leadership not only over others, but PERSONAL leadership. This aspect of leadership has been raised in research over the last decade, and is growing in popularity.

“We’re going to ask WHO is listening? WHO is being led?”

Personal Leadership is about leadership on an ‘inner’ level. It talks to the leader's technical, psychological and moral development and it has three elements:

1. Technical knowhow and skill; for example time management or group dynamics
2. The right attitude; to believe that other people are as important as oneself and see leadership as an act of service
3. Psychological self-mastery; enables leaders to connect more strongly with their values and lead with authenticity

Working on your Personal Leadership means working to improve in these areas.

So when we summarise and abstract the different audiences that you can have as a leader, we have:

- Public (teams or entire organizations)
- Private (other individuals)
- Personal (you)

Look at them and reflect.

Where is your biggest gap?

What is the first or the next step for you?

Which of these audiences need to be addressed first for you?

“Where is your biggest gap?”

Which of these areas would be able to act as an accelerator for you to enhance your leadership dramatically?

A way to figure it out is to ask yourself how you feel when you are active in either of the three areas: In which do you feel at ease? Where do you feel curious? Where do you become nervous and maybe worry? Where do you feel you don't even know what it's about?

If you are new to these ways of thinking, start where it feels the easiest and if you are already feeling ahead, start where it will make the biggest impact.

"Which of these areas would be able to act as an accelerator for you to enhance your leadership dramatically?"

Once you have pin pointed your area, next step is to find the ways in which you can access training to build your leadership qualities in your chosen area. You may need a focused training on a particular skill, you may need to revisit your purpose as a leader, 'your why', and you likely need to work on your inner self.

Leadership Development is key to your success to grow people and to grow business. If you're a marathon runner you'd practise running and not just get out there when it's competition, right? Well, as a leader the above areas are your track fields where you constantly need to practise to evolve.

"If you're a marathon runner you'd practise running and not just get out there in the race, right?"

As a coach and leadership development expert, I can help you along any part of the process, from identification of areas to actual training.

Let me know.

You've got the power, but you're not alone.

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