Kostas Peters
Parcus Associates, Inc.
Maximize Your Results…NOW!
www.parcusassociates.com
585-421-0872
kpeters@parcusassociates.com

Smart Business Brief
Advice for Success!

Observations on leadership

It is easy to explain leadership, however, it is not so easy to practice. It is about behavior first, and skills second. Good leaders are followed because people trust and respect them, not for the skills they possess.

What do effective leaders do?

Leaders create a set of values and beliefs and passionately pursue them, show respect for and support their employees, focus employees' efforts on challenging goals, and provide the resources needed to achieve these goals. Leaders also communicate with their employees, value their diversity; celebrate their successes (and share in their failures), and encourage creativity. Finally, leaders maintain a sense of humor, set clear goals, share their vision, and behave with integrity.

What are the keys to effective leadership?

Leadership relies on management skills too, but more so on qualities such as honesty, humility, integrity, courage, commitment, sincerity, passion, confidence, a positive attitude, wisdom, determination, compassion, and sensitivity.

What are some effective leadership techniques?

Two principal techniques are coaching and counseling. Coaching involves giving advice, direction, or information to improve performance; saying to an employee, "I can help you do something better." Counseling involves helping someone understand and resolve a problem him/herself by displaying understanding; saying to an employee, "I can help you recognize that a problem exists."

Effective leaders make it easy for employees to follow them. They welcome dissension and explore complaints thoroughly. Leaders do not defend their actions until they have heard all of the employee's concerns. In addition to hearing negative feedback, effective leaders also identify the positive emotions that motivate employees. Leaders need to be a source of motivation, relief and strength. Leaders need to make it personal…and show they care!