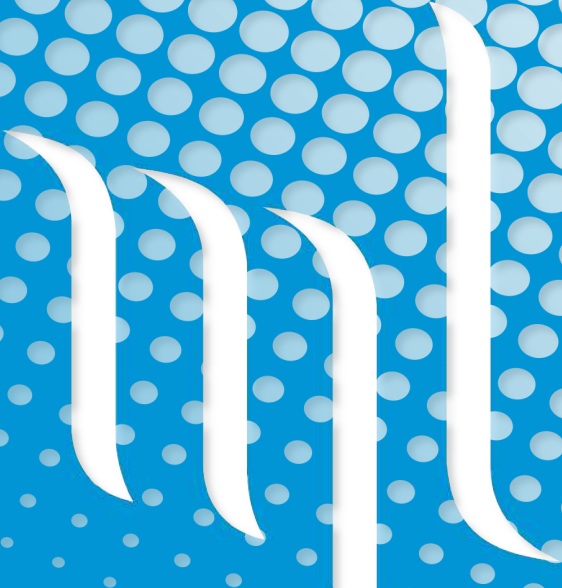




michelleloch

REWIRED Leadership

Five strategies for making
leadership easier!



Leading humans is hard!

Leadership challenges

There are a number of challenges we face when we lead humans...

1. **Challenge No 1:** Sometimes it's difficult to understand why people do what they do? A perfectly reasonable request (or so it seemed to you) might be met with significant resistance? Why?
2. **Challenge No 2:** And sometimes it's difficult to keep your cool. With so much pressure: the volume of work, reduced resources and unmotivated staff, you can hold it in only for so long...and often the result is a regrettable decision, reaction or inappropriate behaviour.
3. **Challenge No 3:** And sometimes, you are sick of having the same conversations over and over again. The team (or an individual) just doesn't seem to get it! You seem to spend A LOT of time in conversations and meeting that don't seem to reap any real benefit.

And often you are just not sure what else to try!

Leading humans is hard! And it will never be easy. But when you have the right strategies and tools, it can be EASIER!

“There are no facts, only interpretations”

(Fredrick Nietzsche)

Perspective is the key!

When I work with my clients there are three main areas of focus that they learn about in order to be leaders who are better prepared to:

1. DIAGNOSE their own behaviour and the behaviour and response of those around them so that they can PRESCRIBE the next best action to take (because sometimes it **hard** to figure out what they could possibly be thinking!).
2. Exercise SELF-LEADERSHIP in terms of managing the emotional state of themselves as the leader as well as the state of those within the team (and we all know that emotions drain you and make things **hard!**).
3. Engage in powerful, brain-based conversations where they can INFLUENCE and GUIDE the thinking of those in their team, rather than doing the thinking for everyone else in the team (and it's **hard** work doing everyone else's job for them!).

On the next page are five simple strategies you can use from these three areas of learning that might help make leading humans feel a little easier...and as you'll see, much of it is about 'perspective'!



Five simple strategies

Strategy 1 – Only give Aspirin Advice

We spend a lot of time providing advice to others that WE think they need, rather than finding out what THEY really need. Giving me an aspirin is only of value to me if I have a headache! Take the time to ask questions that elicit the real need of the person asking you for advice. Often what they ask for is not what they actually need!

Strategy 2 – Apply the ‘Graham Porter’ perspective

Graham is a long time mentor of mine, and when I worked for him many years ago, and I would roll into his office with my problems (and a lot of extraneous chatter), and he would patiently wait for me to finish (most times, anyway) and calmly ask me this question...

“Michelle, what is the RIGHT thing to do?”

Often I was so caught up what the various stakeholders in the dilemma I was resolving wanted, that I overlooked the obvious. This simple question has powerfully assisted me with many decision-making dilemmas since in all aspects of my life.



Five simple strategies cont...

Strategy 3 – Apply the 80/20 rule to the Why/How balance

When we are rushed, we rush to the how...believing that if we tell people HOW to do something it will make it happen faster. In fact, the real issue we face as leaders is that people fail to take things through to the end because they haven't fully understood or bought into the WHY it needs to be done. Shift your perspective here and spend much more time on the WHY.

Strategy 4 – You can't 'make' but you can 'expect and give choice'

You can't make anybody do anything. You just can't. But...you as the leader can set reasonable goals and requirements and expect them to be met. Taking on the responsibility of meeting those goals and requirements is the 'choice' of the employee. Of course, this needs to be done with full disclosure in terms of the expectations and consequences, as well as an invitation for discussion in terms of what the employee expects from you...but after that, it's a choice that they make. Too many leaders take this responsibility on themselves.



80
20

The graphic shows the number '80' in large black font with a diagonal line through it, and the number '20' in orange font below it, representing the 80/20 rule.

Five simple strategies cont...

Strategy 5 – Explanation or Excuse

Challenge yourself and your team on whether their explanations for why a deadline has not been met, or a service delivered, are really explanations or whether they are simply excuses. ..excuses for not being able to lead and manage around the 'normal' barriers that we face in modern day workplaces. Lack of resources, limited budget, unmotivated employees may be realities, but they can no longer be excuses because they aren't going away.

Leadership today is about these very issues, leading the team through the darkness of the dilemmas that face us, and empowering the team with the motivation and the creativity to find new ways around them.

Many of the challenges we face are old challenges that require new thinking and new perspective.

Enjoy trying a few of these ideas out!



About the Author

Michelle Loch

Michelle works with individuals and organisations to REWIRE their leadership approach to meet the needs and demands of modern humans and the modern world!

She is an expert in Neuroleadership, an emerging field of study that takes the latest in social cognitive neuroscience and applies it in a practical way to the art of leadership.

Michelle is all about 'making leadership EASIER'.

She does that by working with organisations to create massive energy shifts throughout all levels of the organisation, and educating leaders on how to self-lead, and lead others in a way that frees up time, and lifts productivity! And who couldn't benefit from that!

Michelle's clients describe her as... passionate, practical, and professional....and her programs as 'transformational'!

Michelle studied under, and then worked for Dr David Rock, the founder of the US based Neuroleadership Institute. She is a PCC Qualified Coach with the International Coach Federation, a Distinction qualified Mind Gym Coach, holds a Bachelors Degree in Education, Diploma in Teaching, and a Certificate of Neuroleadership.



Next Steps...

Now is the time to decide what time and energy you will invest into taking your leadership capability to the next level.

Book a time to chat with Michelle now at this link...

www.meetme.so/meetingwithMichelleLoch

To find out how Michelle helps organisations and individuals REWIRE from amateur to professional leadership, make contact on +61 412 380 124 or michelle@unloched.com

To sign up to receive Michelle's Leadership Blog and Newsletter, visit www.michelleloch.com

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