

Becoming a Leader



Lesley Morrissey

Book Thirteen
HANDS ON MANAGEMENT
Managing Yourself Series

Becoming a Leader

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About the Author



Lesley Morrissey is CIPD qualified and has worked as a training manager, human resources manager and management training consultant.

She has worked in the UK and overseas with a diverse range of nationalities and with managers of many levels of expertise. Without exception, her practical approach to solutions has been received with enthusiasm by trainees and companies with who she consults.

A great believer in 'getting what you expect', Lesley helps people to focus on what they want and then create a path to success.

Practical and pragmatic approaches to real world results are a particular focus for Lesley's development

strategies. “Does it really work?” is the benchmark all these techniques focus on. In the end the success of anything is in the results achieved.

Lesley now runs Inside News Limited specialising in Reputation Marketing.

Contents

How to use this book.....	1
What's it all about?.....	3
What's in it for me?	5
Qualities of a good leader	6
The Manager as a Leader.....	10
Followers - Your Team	12
Leadership Style.....	14
Situational Leadership.....	16
The Leader's Balancing Act.....	19
Personal Style	24
Summary.....	28
LEADERSHIP	30

How to use this book

This book aims to be a practical guide for you. There are many exercises that you will want to do – and should do to get the most out of what you will learn. You remember much more about something when you've actually done it for yourself, rather than when someone has told you how to do it!

There are places in the book where you can write notes and carry out the exercises. You'll recognise them when you see this sign:



By all means use these spaces to make this book truly your own.

If you have purchased an electronic copy you will need to print some, or all, of this out – or have paper handy. I find that it is a wonderful way to recycle the backs of old letters, printouts and photocopies that would otherwise have been thrown out!

If, like me, you have been indoctrinated at birth that defacing books is sacrilegious, then have a pad of paper at the ready!

If you simply read and don't take action you'll find the useful lessons will quickly fade and this will become another of those books that gather dust (or fill up your computer hard disk).

If you've bought this book because you want to improve your skills and your life - make this one count and take action!

What's it all about?

The popular theory is that leaders are born, rather than made, but leadership is a skill that can be learned.

The other fallacy is that managers automatically become leaders by becoming a manager.

All leaders are not managers and all managers are not leaders. When you get the two together the results can be spectacular!

When it comes to leaders you hear phrases such as – having vision, creative thinking, leading from the front, inspiring people and so on.

Managers are more likely to be associated with words like organising, control, direction, planning, etc. So where are the areas where management and leadership meet?

The answer is to do with people. Managers can manage tasks, leaders lead people. However, in order for tasks to be completed Managers also need to get the best from their people and this is where they benefit from developing leadership skills.

A good manager will find that leadership qualities will get that extra 10% from the staff at moments of

great need. The difference will be in willingness to give more than is strictly needed and much higher levels of independent thinking, requiring less direction, organising and control and leaving the manager free to plan ahead.

If you want proactive staff, first take action on your leadership skills.

What's in it for me?

As always there has to be a good reason to do anything that requires effort and changes to be made – check your motivation levels against the following advantages:

Personal benefits

- Your staff will be more proactive and less reactive. In other words, they will not wait until you tell them to do things, but start looking to see what needs doing.
- You will be more a part of the team yourself as a key player rather than a director from outside the working team. This means more information and being closer to the action.
- Your respect and credibility profiles will go up.
- You will become more visible in the organisation as a leader of a proactive team that gets results.
- Your department's outcomes will be better quality than before and with less effort.
- Your opinions will be valued.

What other benefits can you think of?



Qualities of a good leader

Q. What does a leader do?

A. A leader gets results through people.

All leaders are not the same; everyone has different strengths and weaknesses. However, there are certain attributes that have been proven to be common to good leaders.

Consider those people that you either know or know of that are good leaders. This may be someone in your company, someone you have worked for or worked with before, it may be a personal friend or a member of your family. There is something that attracts people about a natural leader.

- What qualities do they have that make them good leaders?
- What do they have in common?
- What sort of things do they do that make other people want to follow them?

Think of famous leaders – Margaret Thatcher, Bill Clinton, Napoleon, Winston Churchill, Mahatma