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## Leadership Insights

# Leadership Strategy—Achieving The Best From People

People are different—situations are different, so leaders need to be able to adapt their leadership approach to suit different people and situations, to achieve the best performance and results from their people.

### Yachts, Golf, Cricket and Leadership

Let's look at this from a different perspective...a yacht sailing in the Sydney to Hobart race prepares a range of sails, and throughout the race uses different sails that best suit the different wind conditions when sailing at different angles to the wind; a professional golfer does not tee-off with only one club but has a range of clubs which suit different shots from different positions and distances from the tee; or an international cricket bowler does not bowl the same type of ball to each batsman, but uses different techniques to bowl different balls, from different positions, at different speeds.

In each situation, the yacht, golfer and cricketer uses different approaches (i.e. sails, clubs and bowling) in different situations to achieve the best outcome, and the concept of them only using one approach is quite ridiculous, and the same applies when leading people...leaders need to use different approaches/strategies with dif-

ferent people across different situations to achieve the best performance and results from their people.

### Leadership Strategy

To achieve the best performance from people, leaders must apply the 4 critical leadership strategies and practical actions/behaviours involving 3 key steps:

- 1. Evaluate People and Capability**—this involves evaluating whether the person has the skills, knowledge, experience and/or motivation to do the job or task well
- 2. Determine the Strategy**—based on the persons capability to do the job or task well, determine the most appropriate leadership strategy to use with them
- 3. Implement the Strategy**—apply the practical steps, actions and behaviours that effectively implement the leadership strategy with the person

### Leadership Strategy—Workshop:

Eastview delivers the Leadership Strategy—Workshop that equips leaders to understand and apply the different Leadership Strategies to achieve the best performance and results from their people.



## About Eastview

Eastview specialises in assisting organisations to execute strategy by delivering incisive, strategic and results-changing Leadership Development and Strategic Consulting throughout Australia which are:

- Individually Designed** - to address your specific challenges, opportunities and requirements
- Strategically Planned** - to align with your strategies, competencies, performance measures and culture
- Incisive in Content** - using world-class resources, comprehensive content, and extensive experience
- Results-Changing** - through intensive hands-on practical learning and support that enables rapid application
- Excellent Value**

## Contact

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