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Leadership Insights

Why Should They Follow You?

As a leader its important to ask...*Why Should My People Follow Me?* Let's look at your leadership from the perspective of your people...do you know what they do? (even if you don't understand specific details or technical aspects)...do you provide clear and objective direction?...do you engage and interact well with them?...are your leadership skills and behaviours appropriate?...can your people trust you?...do you do what you say?...and one of the biggest questions—knowing who you are and how you think, would you want to work for you?

Leadership Perspectives

There are many different perspectives about leadership and what it involves. Some see leadership as the opportunity to showcase their expertise, make changes, or to promote their agenda, while others see it as an opportunity to demonstrate their power and perceived superiority over people, often accompanied by counter-productive authoritarian behaviours. However, there are other leaders who see leadership as an opportunity to effectively lead their people toward the achievement of worthwhile organisational goals/objectives...their perspective is not inward or self-promoting, but instead is

outwardly focused and they see their people as valuable assets who they can lead to achieve the best outcomes. Leaders who focus outward generally build higher levels of respect, commitment and following, which often translate into increased performance and results.

Being a Leader Who People Want to Follow

While this is a complex area, there are 3 key actions that are imperative to achieving this, which are:

- 1. Know Your Business**—quickly learn about your business, your people, and the critical performance areas
- 2. Respect Experience**—respect the experience your people possess and encourage their input and ideas
- 3. Strategy**—use a proven strategic approach to effectively evaluate, lead and develop the performance of your people, such as the *Strategic Leadership Model*

Leadership Development:

Eastview delivers incisive Leadership Development that inspires and elevates leadership capability, enabling leaders to increase the productivity, performance and results of their people and themselves.



About Eastview

Eastview specialises in delivering incisive, strategic and results-changing Leadership Development Programs, Workshops, Coaching and Diagnostics to organisations 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 that enables rapid application
- Excellent Value**

Contact

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