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Leadership Insights

I-Centric Leaders

To be an effective leader you need to be self-motivated, driven, have clear direction, and be focused on achieving outcomes. While these characteristics are important to achieving success, some leaders develop behaviours that begin to have a negative impact on people and performance due to their need to constantly be the center of attention...they need to be the holder of all knowledge...and they need to always be right and never can be wrong—these leaders are I-Centric leaders.

I-Centric Behaviours

I-Centric leaders are called I-Centric because of their over-use of the word “I” in conversations where they constantly talk about themselves, their achievements, their plans, and how they often gloat about how they are right in situations while others were wrong.

Classic I-Centric behaviours include:

- Taking credit for successes achieved by others
- Promoting ideas/initiatives as their own but which really were proposed or directed by others
- The need to dominate others to get what they want

- The inability to apologise for a mistake or error
- Quickly deflecting or changing the topic when confronted by facts that don't support what they want
- Their team/peers have little respect for them

Avoiding I-Centric Behaviours

Ensuring you avoid I-Centric behaviours involves making sure your focus is directed correctly, which include these 3 key areas:

- 1. People**—plan & take time to listen to and understand situations from the other persons/teams perspective
- 2. Outcomes**—consider the implications that decisions will have on other dept's/areas and their outcomes
- 3. Sow and Reap**—when you cooperate with and help others, they usually will reciprocate in the future

Leadership Development:

Eastview specialises in equipping leaders with critical strategies, behaviours and practical actions that assist leaders to lead, develop, and increase the performance and results in a proactive and professional manner



About Eastview

Eastview specialises in delivering incisive, strategic and results-changing Leadership Development Programs, Workshops, Coaching and Consulting to organisations throughout Australia which are:

- Individually Designed** - to address your specific challenges, opportunities and organisational 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** - by focusing on practical application to drive change and improvement
- Excellent Value**

Contact

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