

the
top

5



Secrets

to accelerate your
leadership skills

*Tried and tested methods to get
to the best version of yourself fast*

KERRY ROSSER REAL WORLD RESULTS

Are you a leader who wants to be the best leader you can be?

Well read on ...

By adopting these 5 easy secrets you can accelerate your leadership capabilities faster and more effectively than anyone you know.

Secret #1 - Be laser like in your focus - what specifically do you want to be able to do better/faster/stronger?

Secret #2 - Understand Self - be emotionally aware of your yourself - what are you emotional highs and lows in any given day?

Secret #3 Understand Others - be emotionally aware of others around you - tune into what and how they are feeling - what impact you are having on them.

Secret #4 Be curious - what makes people tick? Read articles/books, watch TED videos.

Secret #5 Reflect on your own leadership behaviours - regularly.



Secret #1 Be a laser

Get really focused on what you want to improve about your leadership style and your results. When you get a clear and compelling focus you will be amazed just how fast you can cut through the things, the thinking, that get in your way. Think about what feedback you receive about your leadership style (solicited or unsolicited feedback).

If you could imagine one or two areas that would make a difference to your leadership impact, what would they be?

What issues or trends do you notice when dealing with teams and other stakeholders?

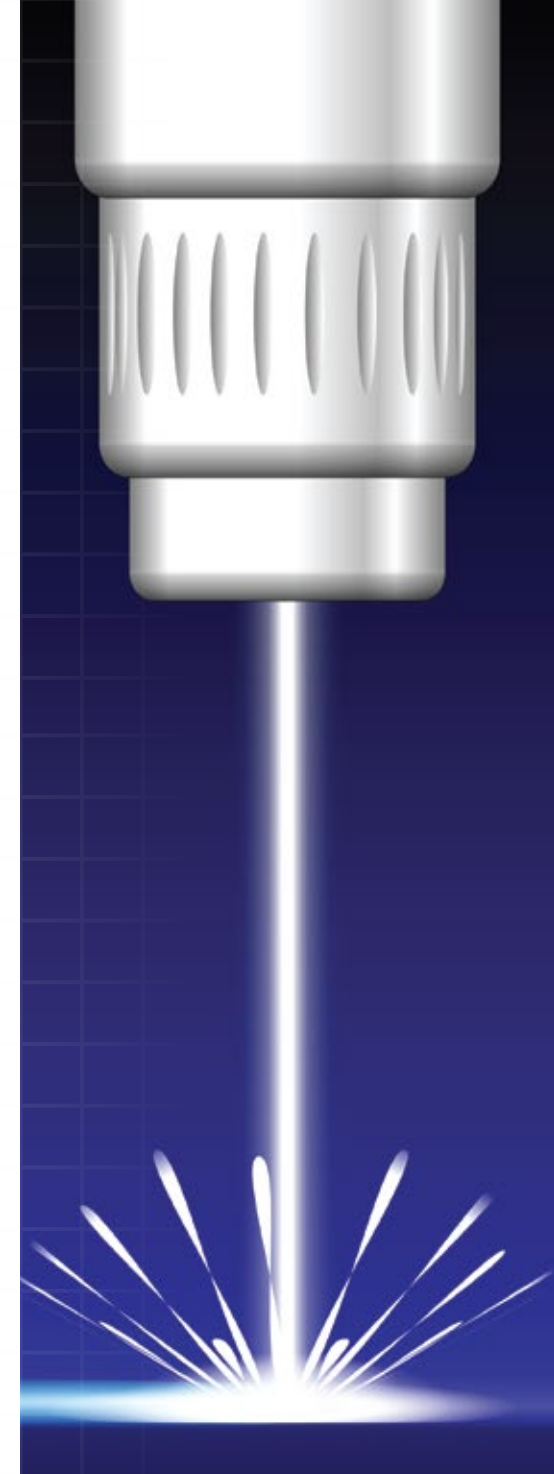
Is there something that keeps popping up and creates a feeling of discomfort for you or others?

What is that inner voice saying to you when you come across challenges?

We can't tackle everything at once – be selective in what you want to put your focus on developing in yourself. What is going to give you the greatest leverage when you are able to build that skill?

***“LASER” is actually an acronym for
Light Amplification by Stimulated Emission of Radiation.
But how does light cut through a steel plate?***

A tiny little laser light – yes, it's a form of light, can cut through steel plates like a hot knife through butter. As you probably know, it's the concentration of light being emitted from a laser resonator – that's how we want to approach our own leadership capability development.



Secret #2 Understand Self

Think about your thinking – I know it sounds weird, stay with me on this one. We all have internal dialogue and it can be our champion – urging us on and confirming that we know what we are doing ... or It can be our gremlin – that shouts out – we aren't good enough, can't do X or not skilled enough to do Y, saying someone might catch you out and find that you are a fraud.

Noticing the inner voice is a powerful way to highlight our awareness of our internal scripts and the message we give ourselves – We need to train ourselves to see and hear that inner voice as a separate thing a separate entity of sorts – Its not us , it's a voice, an opinion, not the truth.

In Emotional Intelligence terms this is called Self Awareness and is the foundation to all of the other Emotional Intelligence skills.

Being emotionally aware is critical to high performance – when is your motivation high, your energy high, emotions high – like you have 'the cape on and undies on the outside' when doing challenging tasks is a breeze? When do you do your best thinking, make good decisions and when do you feel like you are in the 'zone'? Leveraging these times is a critical leadership skill, doing the most important or mentally challenging tasks when you know you are at your best can exponentially increase your effectiveness.



Secret #2 Understand Self

It's even more critical to be aware of those times when your motivation is low, energy is low, emotions are low. Notice them, and make some decisions to adjust them. So what am I saying? That you do have the ability to adjust your moods, energy, motivations, but you can't adjust unless you are firstly aware of them and are then willing to do something that you know will lift your motivation, energy or emotions.

As a leader you set the tone for your team. Managing your emotions and reactions can be contagious for others, modelling the way and building awareness in others. What sort of culture do you create around you?

Leadership is an intense journey into yourself. You can use your own style to get anything done. It's about being self-aware. Every morning, I look in the mirror and say, 'I could have done three things better yesterday.'

-Jeffrey R. Immelt



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Secret #3 Understand Others

As a leader we need to get things done through others and like it or not , it's your job to get the best out of your team. The psychology of humans is that we respond to being valued, when we feel safe, when we experience a sense of belonging. There are 100s of books out there that profess to be able to share the secrets of motivation. If there was a motivation pill in existence, it would be constantly sold out ...

Tuning in to the emotions and experiences of the people in your team can be a great leverage point and the ability to connect, build empathy and at the same time hold people to a high standard is a critical skill of effective leaders.

In Emotional Intelligence terms this skill is called Social Awareness – I liken this to the wake a boat makes in the water – the water activity after the boat has sailed through and onwards.

Here is a question for you ... Have you ever observed an event or interaction where the leader thought the conversation went well, landed the message well and everyone was left very happy ... but the truth was very different, they may have left a 'wake' of emotional turmoil and confusion that was really hard to rectify?



Secret #3 Understand Others

Don't be that person ... Build your emotional signal detector by noticing the slight shifts in energy, subtle signs that your message is impacting in a way that you didn't intend. Ask questions to test your understanding, naming what your gut feeling is telling you. Not in an accusatory way, more of a "I am noticing X and I am wondering what you are thinking right now? "

Most people will appreciate the fact that you noticed and want to get some clarification before continuing, that their emotions and feelings matter to you.

These micro skills are critical to building rapport and trust in a team. They become even more important when there is change occurring – a restructure, off shoring, outsourcing. Humans want to be recognised, to be connected, to feel valued and for leaders to respond to that need. Those that do it well have an advantage in being able to influence and bring people along – getting the best out of their teams.



Secret #4 Be Curious

Be curious – ask questions, good quality questions. Read articles on leadership, books, audio books, watch educational videos – TED videos are a great source of high quality ideas and research that are packaged in 18 minute grabs. Become a leadership scholar – find out what and how the titans of industry go about leading. What are the latest research results about leadership saying?

Now this is not suggesting for a moment that you need to become a clone of those 'titans' – The best leaders are too busy being their best versions of themselves to need to or want to be someone else. It more about taking the lessons, taking the examples and ideas and making them your own. Being a scholar with an appetite for knowledge about leadership sets you in a class above the average leader.



Secret #5 Reflection

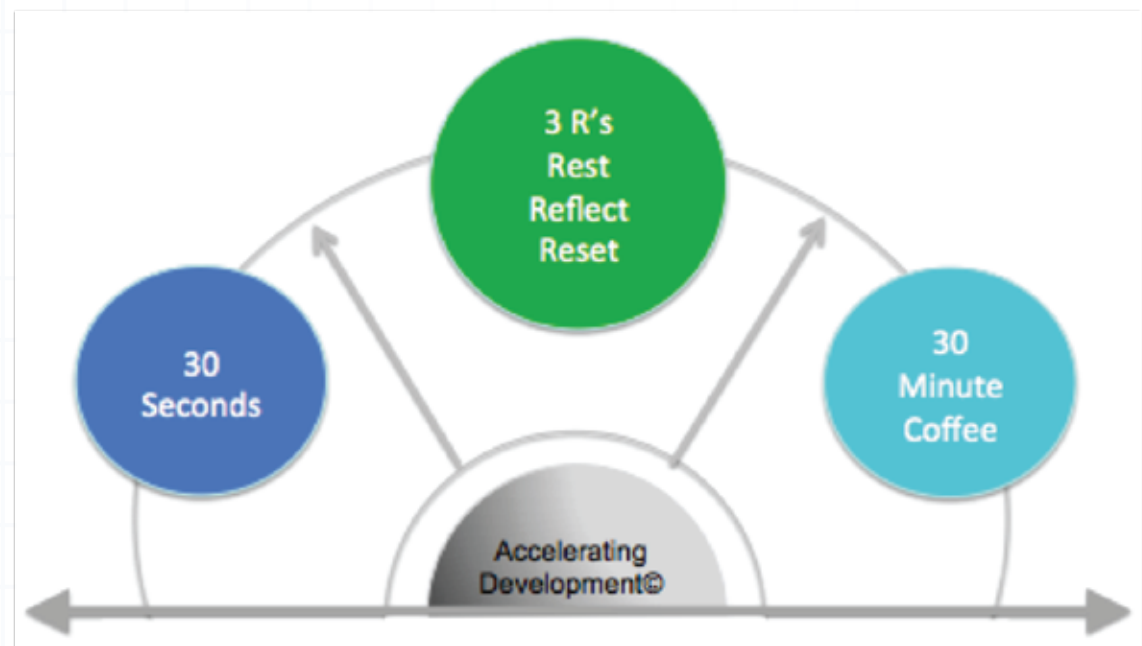
This leadership secret can really propel and accelerate your leadership skills into another stratosphere.

What has worked for more than 200 of our leadership clients is the concept of reflection. Having the ability to reflect sounds easy – but many of us get caught up in the doing and probably have some deep seated mind scripts that work against the idea of taking time out. Think about it, even in a corporate context – if we see someone staring out the window or not looking busy (tasks – folders under arm scrambling to the next meeting etc) we make sarcastic comments about – not having enough to do, slacking off, dreaming of your next holiday.

In fact quite the opposite is probably happening . That person staring out the window might just be doing the most important thing a leader can do: thinking.

Reflection is a highly leveraged activity that effective leaders make time to do. They don't forgo or bump that allocated time to do some focused reflection when something else comes along that adds to the illusion of being busy. They cherish and guard their allocated reflection time because they know that it is the most important activity that can accelerate their own growth and the growth of others around them.

There are three parts to our method



Secret #5 Reflection

1. 30 seconds

30 second reflection on each significant interaction through the day.

What were the main themes of that interaction?

What else was going on?

How do the points link together?

2. The 3 Rs - Rest, Reflect & Reset

- Using the space between events or interactions to prepare yourself to show up in the best frame of mind for whatever or whoever is next.
- After a 'mind' consuming interaction or day, build in a few minutes to take a mental **rest**, then quickly **reflect** (not too long) then **reset** – get into the right mindset for the next important interaction.

The 3 Rs – adapted from Dr Adam Fraser explains The Third Space
https://www.youtube.com/watch?v=dpk_dssZXqs



Secret #5 Reflection

3. The 30 Minute Coffee Agenda

Select a time that works for you, step up and out of the 'doing' and take time to reflect and learn about own behaviours.

List the **standing agenda items** for your reflection –
What are you working on?

- Consider how you 'show up' as a Leader; who have I met with?
- How did it go? How am I being perceived as a leader?
Why do I think that?
- What can I do to improve these perceptions ?
- What did I do well?

List **unstructured reflection time** items

- Why do I sit back or acquiesce in meetings?
- Why do I do it myself and not coach or delegate?



Summary

By activating these Secrets in a conscious, deliberate and regular way, you will be on your way to being the best leader you can be.

At Real World Results we live and breathe to help 'develop leaders to achieve real world results' – if you want to find your best version of yourself and achieve real world results then talk to us and we can help accelerate your journey.

You can find more information at realworldresults.com.au

