

# Leadership Plain and Simple

Steve Radcliffe

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66%

think of Leadership as a “very rare quality”

Britain Thinks Survey 2012

# You are a Leader

“If your actions inspire people to dream more,  
learn more, do more and become more,  
you are a leader. ”

John Quincy Adams

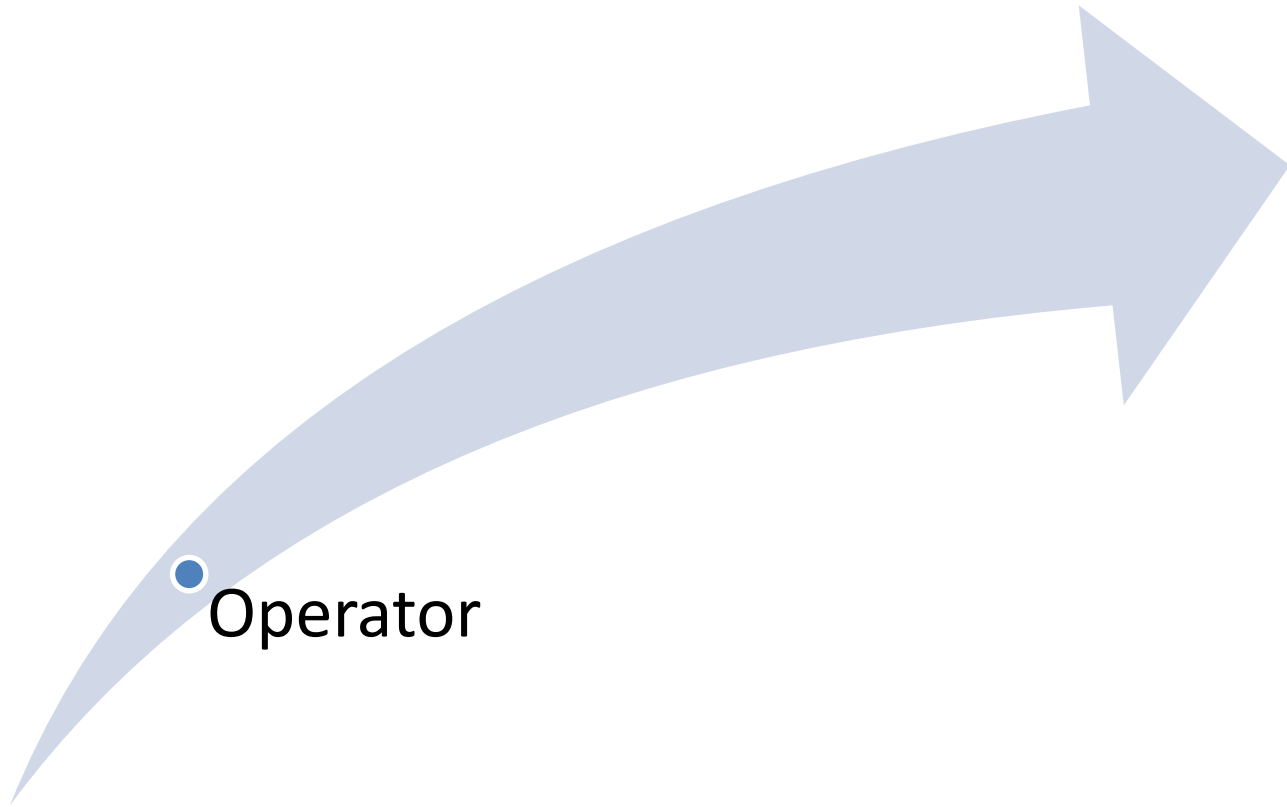
## Leadership Plain and Simple

**38%**

say Leadership is 'very good' or better

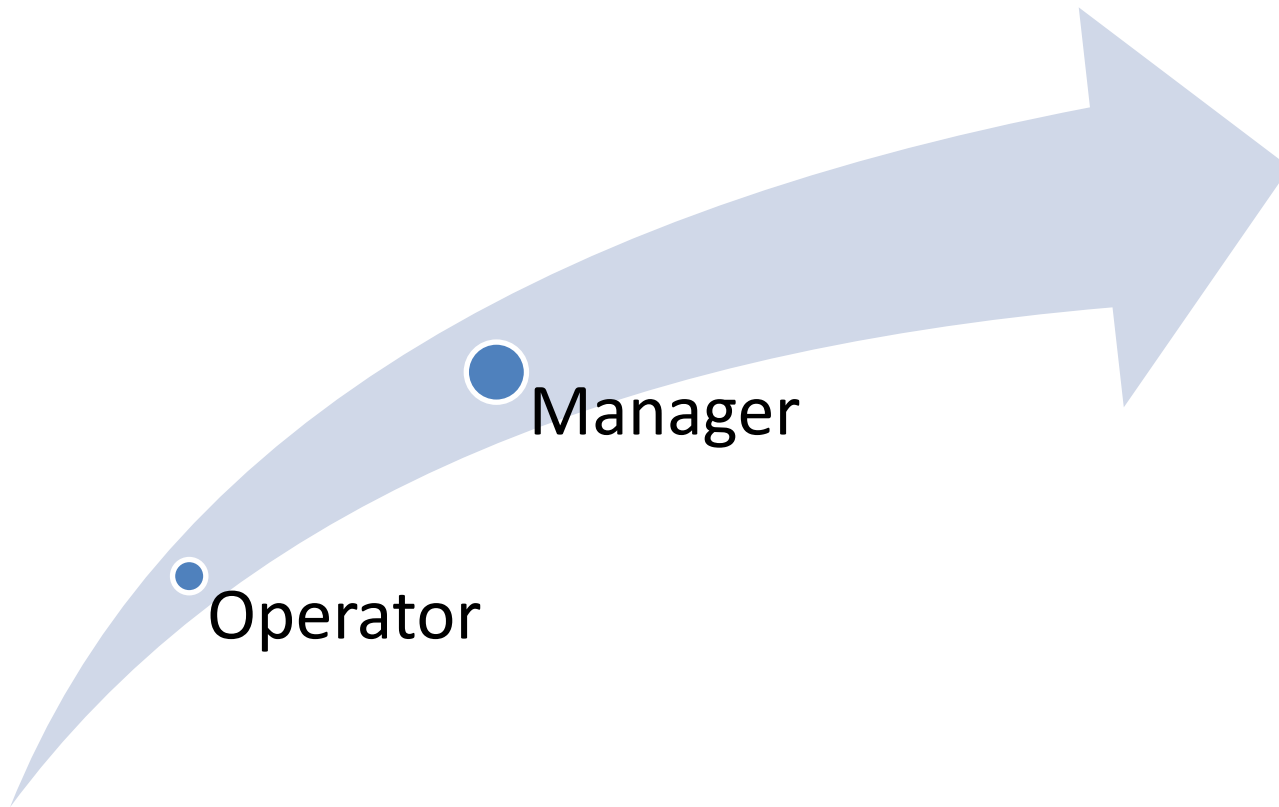
DDI Global Survey 2012

# Your Big Challenge

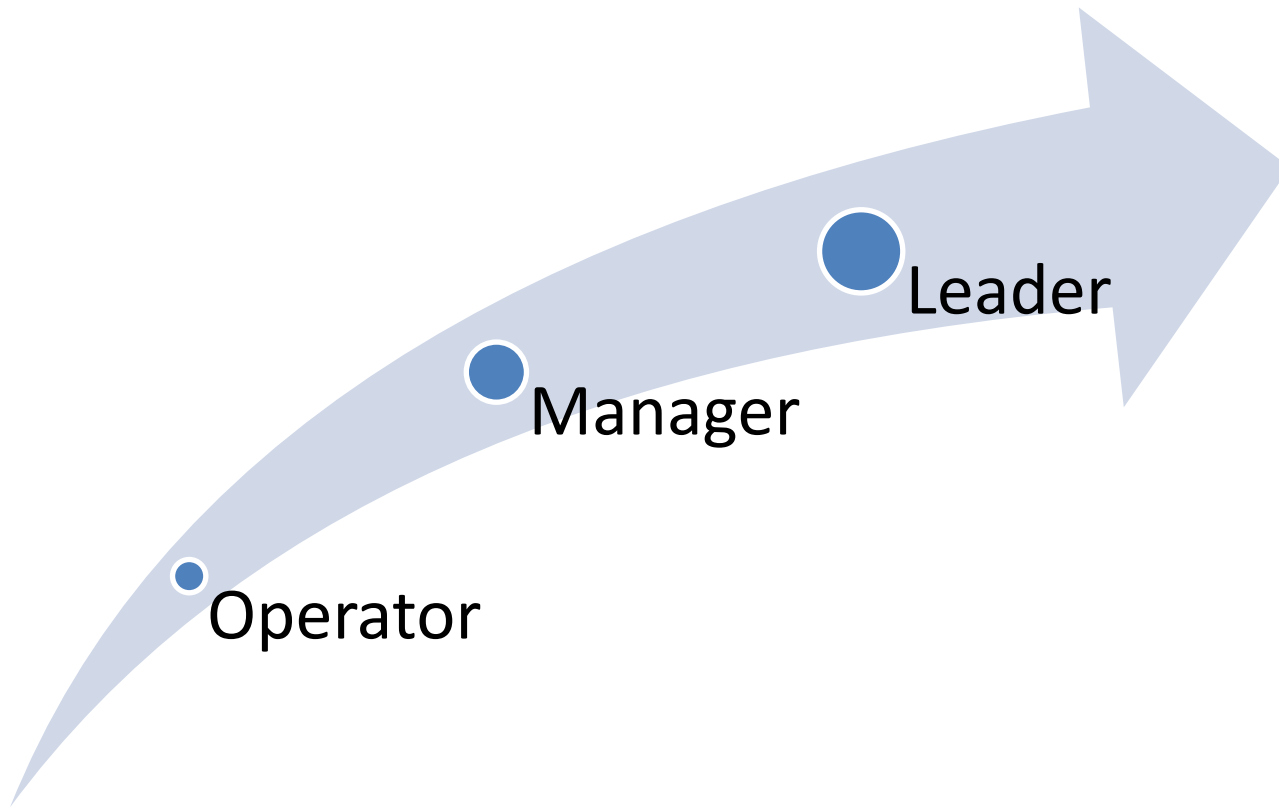


Operator

# Your Big Challenge

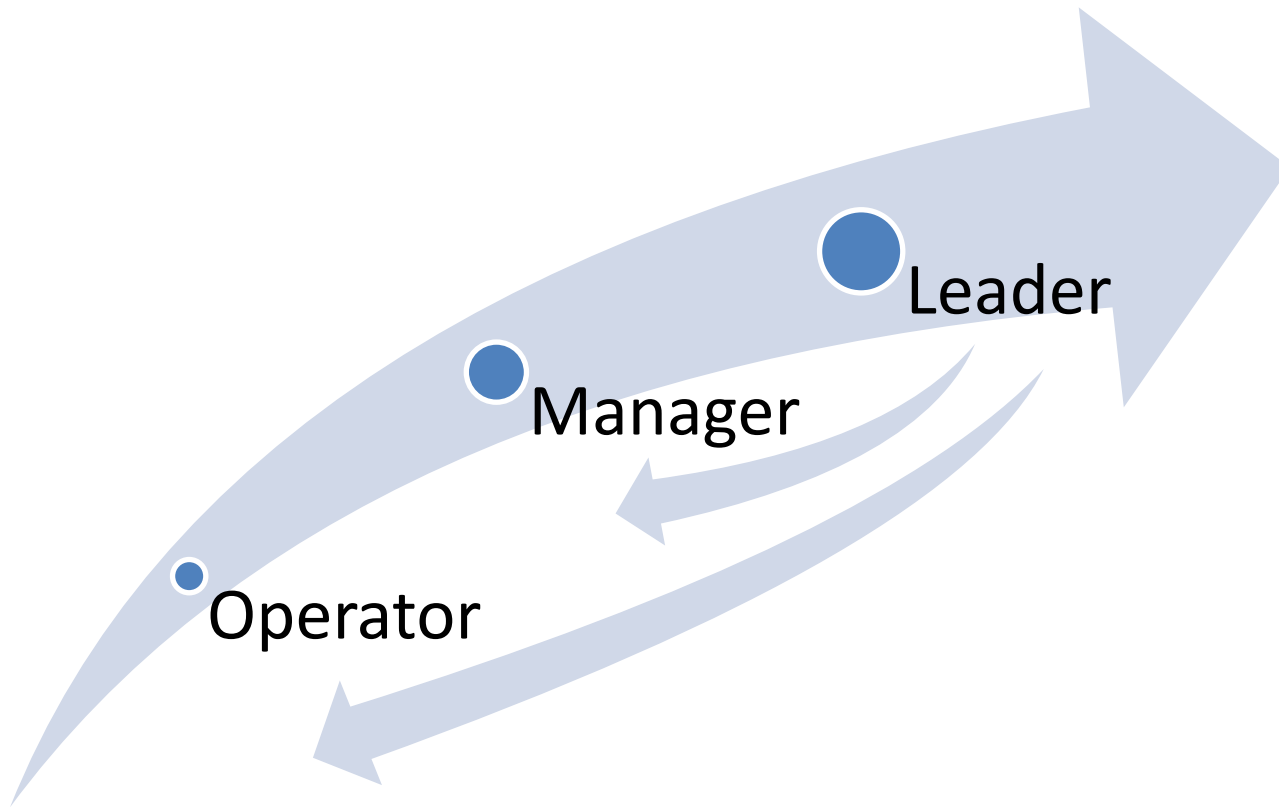


# Your Big Challenge





# Your Big Challenge

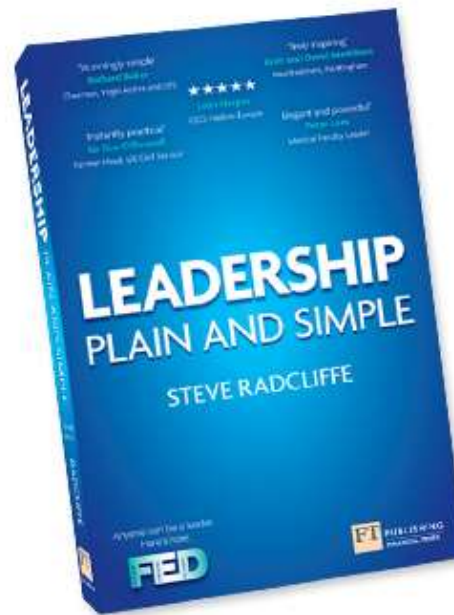


# Leadership Plain and Simple

Future

Engage

Deliver



# A Leader is 'Up to Something'

- Purposeful
- Trust in their own judgement
- Adopt long-term, big picture views
- Break out of their perceived boxes

Bruch and Ghoshal

# A Leader is 'Up to Something'

- Purposeful
  - Trust in their own judgement
  - Adopt long-term, big picture views
  - Break out of their perceived boxes
- 
- **To fulfil personal goals  
that tally with those of the organisation as a whole**

# What do you care about?

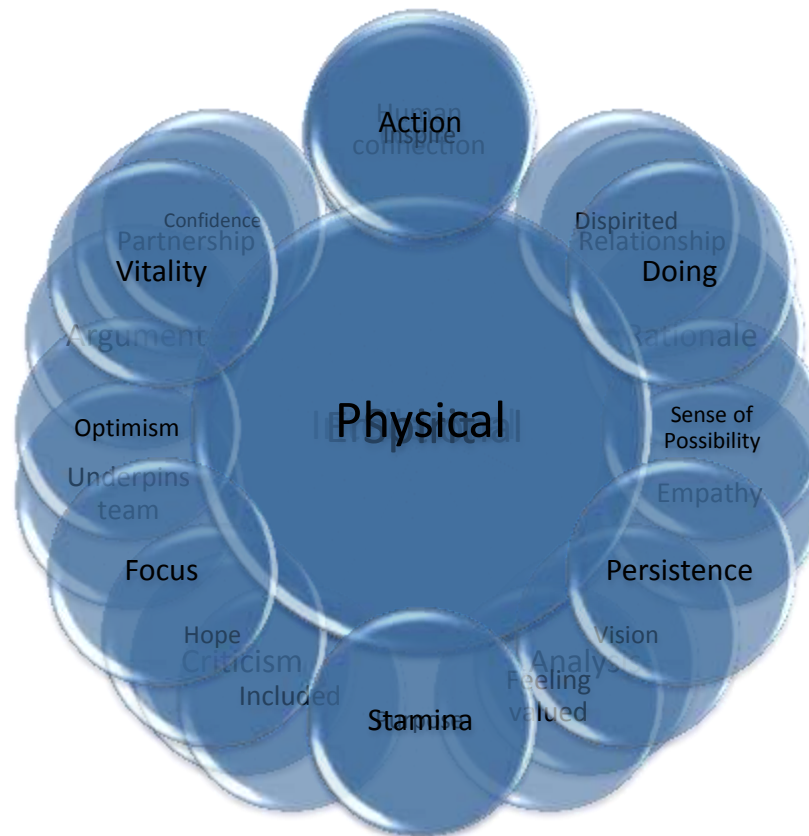


# Managing the Energies

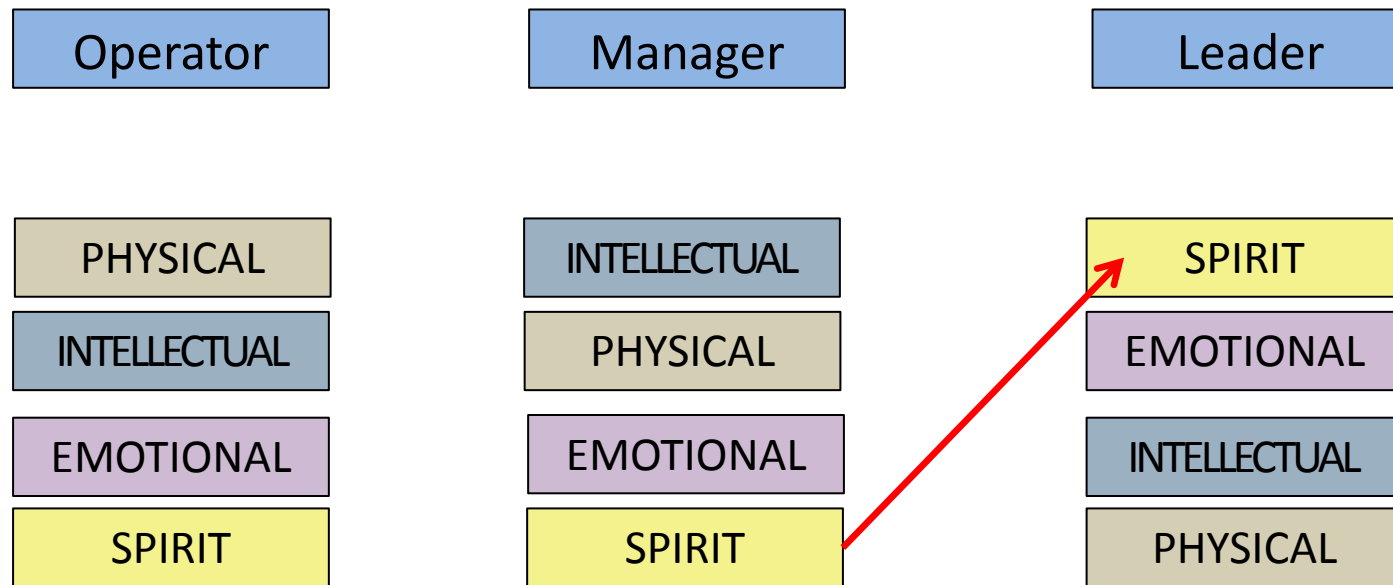
“Your first and foremost job as a leader is to manage your own energy, and help manage the energy of those around you.”

Peter Drucker

# The Four Energies



# The Leader's Energies





# Future

“I take it as a given that Spirit is the most critical element of any organisation. Though it may be true that leaders have a multitude of very practical tasks, they have one task that outweighs all others: to care for the Spirit.”

Harrison Owen

# Engage

“I’m convinced that the most effective competitors in the 21st century will be the organisations that learn how to harness the Emotional Energy of employees.”

Noel Tichy

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Noel Tichy

# The Power of 'Engage'

## Future

Vision

Mission

Strategy

Approach

Plan

## Engage Level

Committed

Enrolled

Willing Compliance

Grudging Compliance

Apathy

Resistance

# Engage: The Importance of 'Big' Relationships

You have to have  
Relationships Big Enough  
to get the job done!

# Engage Practices

- Engage rather than 'Transmit/Communicate at'
- Build Big Relationships
- Manage your 'Shadow'

# Deliver More Now

“Vision without Action is merely a dream.  
Action without Vision is merely passing time.  
Vision with Action can change the world.”

Nelson Mandela

# Deliver: You need Robust Dialogue

- How well do you acknowledge progress and people's part in it?
- How clearly do you speak your truth about poor performance?



# Deliver More Later

“Why do some organisations succeed while others fail?  
Winning organisations win because they have good  
leaders who nurture the development of other leaders  
at all levels of the organisation.”

Noel Tichy

# Develop Leaders and Teams

“We are  
**up to something**  
**together.”**

# How do you make the Biggest Difference?

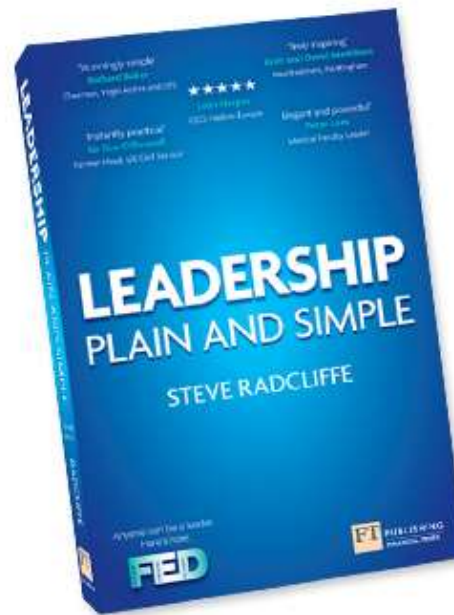
- Be 'Up to Something'
- With Conscious Practice
- With a great Support Team

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Future

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[www.futureengagedeliver.com](http://www.futureengagedeliver.com)



@FEDleaders

Steve Radcliffe  
ASSOCIATES