

Leading from the Front

It's not the strongest that survive, nor the most intelligent but the most adaptable to change.

– Charles Darwin, English naturalist

Trends in leadership development are changing quickly. We're not referring to the concept of leadership itself, but to the act of developing internally as you mentor leadership abilities in others. This shift will offer significant opportunity to demonstrate leading from the front when you take on the challenges of consciously embracing change.

In that environment, you and your team can be successful as you adapt to change while staying true to your essential selves. It's a balance between building internal strength and having meaningful relationships with others.

You need to wear multiple hats in your leadership roles. Your superiors and colleagues might view those hats differently, and staff may have yet another image of your headgear. Of course, when you look in the mirror, your internal lens sees those hats in yet a different way.

In the midst of managing multiple roles, it's essential that you, as a leader, have a healthy self-awareness, monitoring yourself routinely to make certain you are being true to yourself.

That leadership is dependent on your being able to stay grounded in the present without ever losing sight of the telescopic view into the future.

Key attributes of empowering change

Here are the attributes we have identified based on our work with governments and organizations in emerging countries.

- Committing to alignment creates a common understanding of business objectives and strategy for change initiatives
- Focusing on communication gets all expectations and concerns from key stakeholders pinned down early

- Modeling a culture of encouragement builds trust, support, and commitment to implementing change.
- Acknowledging people's resistance is effective when you listen consciously to their fears and address their concerns effectively. People often get onboard early and easily once their differences of opinion have been listened to and honored.
- Exploiting early success by involving people directly, whatever their job description, is an early indicator of success. Their enthusiasm spreads to others

And most essential it is about leading change from the front during project implementation as Awareness, Acceptance and Adoption.

You will benefit from our experience with clients in diverse parts of the globe. But instead of telling you how to do it, we model, demonstrate, and involve you so that, from the beginning of our engagement, individual and group learning becomes part of your organization's foundational strengths.

This is our core value, and one we share with passion.

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Excerpted from the book, Leading Change that Matters