

IMPACTFUL LEADERSHIP INVOLVES...

Noticing when you last interacted with your team/colleagues:

- How did you show up?
- What evidence do you have that you have had a positive impact on others?
- What's your emotional footprint?

Here are just some leadership attributes (from many) discussed by FLF+s (not an exhaustive list).

Here's our list, a pretty good start and not far from leadership theories.

What
ONE SMALL THING
can you do in an
interaction today
that will develop your
leadership skills?



CREATING A POSITIVE SPACE

Do your interactions with others:

- Create a safe emotional environment where they feel confident to be themselves
- Show and encourage enthusiasm and passion
- Help to manage and resolve conflict and promote group cohesion
- Promote optimism and the belief that problems can be solved



BUILDING TRUST

Small deeds and behaviours build trust. Do things that enable people to trust you:

- Be curious and interested in people, ask about them
- Show honesty, integrity and credibility
- Be consistent and 'show up' i.e. not fiddling with your phone/distracted
- Deliver on promises or be transparent when you can't
- Give your trust to others to demonstrate your faith in their abilities.



INVESTING IN WELLBEING

Take time to listen to how someone is doing and feeling outside the task at hand. Do you ask:

- How do you feel? How do you feel about xxxxx (recent activity/task/concern)?
- What's enabling/preventing you from thriving or making progress?
- What could I be doing to better support you to thrive/make progress?
- Simply listen...



PROVIDING OPPORTUNITY

What small things do you do that enable the success of others?

- Develop others as academics and support them as budding leaders
- Offer the freedom and safety to make mistakes, and opportunities to stretch and take on increasing responsibility
- Choose a facilitative approach rather than being directive once others build confidence



DEVELOPING OTHERS

Adopt a coaching approach - ask questions and listen more often than you tell and advise.

Provide structure - a trellis upon which to grow.

Asking questions helps people learn for themselves and shows you trust them to find the answer.



GIVING RECOGNITION

Offer time, recognition and feedback:

- Ask what it would take to feel recognised - everyone is different
- Give the wins to your team but take responsibility for your failures
- Offer regular, useful, constructive feedback - think of feedback as a 'food' that enables growth and success... don't starve them!
- Show you see the potential in others - notice when they've done a good job and be specific