

Leadership Tips For A Healthy Team

Build teams. Ensure you look after people and that communications and relationships are good.

Develop people via training and experience, and always support people while they strive to improve and take on extra tasks.

Ensure that your managers are applying the same principles. Good leadership principles must cascade down through the whole organization. This means that if you are leading a large organization you must check that the processes for managing, communicating and developing people are in place and working properly.

Communication is critical. Listen, consult, involve, and explain why as well as what needs to be done.

Your example is paramount - the way you work and conduct yourself will be the most you can possibly expect from your people.

"... Praise loudly, blame softly." (Catherine the Great).

Always give your people the credit for your achievements and successes. Never take the credit yourself - even if it's all down to you, which would be unlikely anyway. You must however take the blame and accept responsibility for any failings or mistakes that your people make. Their failing is your responsibility - true leadership offers no hiding place for a true leader.

Take time to listen to and really understand people. Walk the job. Ask and learn about what people do and think, and how they think improvements can be made.

Accentuate the positive. Express things in terms of what should be done, not what should "not be done."

Have faith in people to do great things - Provide people with relevant interesting opportunities, with proper measures and rewards and they will more than repay your faith.

Constantly seek to learn from the people around you - they will teach you more about yourself than anything else. They will also tell you 90% of what you need to know to achieve your business goals.