

# The Leadership Difference

# The Power of Three



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*Make it Count*



## **Welcome to The Development Partnership**

We are a professional, innovative and forward thinking leadership and talent management consultancy and provide high quality organisational development expertise, leadership development and coaching.

We support organisations through change and help them to get the best from their people.

**[www.the-dp.co.uk](http://www.the-dp.co.uk)**

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***Make it Count***

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# Transforming Leaders

We want you to become the best leader you can be. Everyone has their preferred set of leadership beliefs, skills, models - enough to fill a library, not just a book.

So we thought we'd keep it simple and share the 3 things *we know* make the difference:

**Be Resilient**

**Be Authentic**

**Make the Story Stick**

And now we're going to tell you how.

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***Make it Count***

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# Be Resilient

Today's leaders **build their own resilience** so they can give their teams purpose, meaning, belief in themselves and the energy to deliver, even in testing circumstances



Building resilience start with knowing your own **sources of energy**:

- ◇ family & friends
- ◇ fitness & nutrition
- ◇ sleep & reflection time
- ◇ hobbies & external interests

***Concentrate on managing your energy  
rather than your time***

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***Make it Count***

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## Be Resilient

Direct your energy to the things you have **control** over. Resilient people never think of themselves as victims. Learn from mistakes and move on.

Pay attention to **your inner voice**. How you talk to yourself determines success. Avoid self-sabotage; accept feelings but don't get hooked by them or start criticising yourself.

**Persist in taking action**. Don't wait for the perfect opportunity. Get back on track simply by taking the next step. You may not have all the answers but that doesn't matter: *don't give up!*

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# Be Authentic

Frequently leaders are told to 'be yourself' but what is really meant is to be your *Best Self*, the person you are proud to be:

- The leader who **sticks to their values** and acts on them, even when it's tough.
- The leader who **behaves consistently**, even under pressure.
- The leader who **listens**, even when he doesn't want to hear but understands he *needs* to hear.
- The leader who sticks to commitments and **delivers on what was promised.**
- The leader who is **trusted to do the right thing** and not to follow self interest.

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## Be Authentic

*Trust grows according to how credible, reliable, open and genuinely interested you are in others.*



Being authentic means **role modelling** the behaviours you want to see in others, for example, admitting mistakes rather than pretending you are perfect.

Pay attention to your '**psychological shadow**', - those aspects of yourself that you're less proud of or pretend don't exist.

Don't let your shadow sabotage your leadership.

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# Make the Story Stick



*Organisations can generate positive energy or can drain vitality.*

The difference is the story you tell. Your story is a tool to **inspire and engage** others. *Stories connect, 'vision' and 'culture' can baffle - choose your words carefully.*

So how can you make people *want* to be part of the story and to remember why their contribution is vital to success?

If you are harnessing and directing your energy (**resilience**) and generating trust and commitment (**authenticity**), then you are already making progress. And there's more you can do.

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## Make the Story Stick

- People want to hear your story - do you **know what it is** and do you **believe in it**?
- Regularly **share the 3 priorities** that clearly connect your story to the business goals. Share them again and again.
- **Connect on a human level**, avoid management-speak; keep messages short, simple and positive.
- Talk about real life examples. **Praise and share success** to build confidence and belief.
- Give timely and direct **feedback** to reinforce the purpose and meaning of the story.

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# Transforming Leaders

**So now it's time to ask some questions about yourself as leader:**

1. Why do people want to be led by you?
2. Can your team tell others what the story is and why it's important?
3. How recently have you discussed your 3 key priorities with your team?
4. Do you direct your energy to where it has the greatest impact?
5. How would you describe your 'inner voice' - critical or constructive?

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## Transforming Leaders

6. Do you keep an open mind and listen to others, even when you don't want to hear?
7. Do you say what you really think?
8. Do you do the easy thing or the right thing?
9. Do you give people timely and direct feedback which they can act on?
10. What is your leadership style and does it reflect who you truly are?

**What is the first step you need to take towards becoming the best you can be?**

## Contact Us

To find out more about how to release the potential of your leaders and make a sustainable difference to your organisation please contact us.

Visit our website, send us an email or call us. We will be delighted to hear from you.

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