Skills for Developing Yourself as a Leader

Antonina, Adit, Dega

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Introduction

Leadership is a set of skills that can be honed and refined through practice. It can be developed and improved, making leadership effectiveness accessible to everyone. Development planning is generally considered an advanced skill used by leaders to guide their followers. In this topic, we will look at how to apply these concepts to your own growth, emphasizing the importance of self-development for successful leadership.

YOUR FIRST 90 DAYS AS A LEADER

Transitioning into a new leadership position is a stressful experience with high potential for early mistakes. While the first 90 days offer opportunities for success, many leaders stumble during this critical period.

The First Day: You Get Only One Chance to Make a First Impression
New leaders should prioritize two meetings on their first day: one with their boss and one with their team. The boss meeting should focus on setting expectations, understanding priorities, and establishing communication protocols.

The First Two Weeks: Lay the Foundation
New leaders should spend the first two weeks building relationships and gathering information by meeting with individuals both inside and outside their team.

The First Two Months: Strategy, Structure, and Staffing
New leaders need to spend the first six weeks gathering information, determining the team's direction, and finalizing its structure and staffing.

The Third Month: Communicate and Drive Change
New leaders should use their first 90 days to establish a clear vision, define expectations, and restructure their team.

LEARNING FROM EXPERIENCE

You've listed five excellent strategies for leadership practitioners to enhance their learning from experience.

1. Creating Opportunities to Get Feedback:
Feedback provides valuable insights into our strengths and weaknesses.

2. Taking a 10 Percent Stretch:
A "10 percent stretch" means taking on challenges that are slightly beyond our current capabilities

3. Learning from Others:
We can learn a lot from the experiences of others, both successful and unsuccessful.

4. Keeping a Journal of Daily Leadership Events:
Regularly reflecting on our actions and their outcomes helps us identify patterns, recognize areas for improvement, and track our progress.

5. Having a Developmental Plan:
A developmental plan provides a structured framework for continuous learning and improvement.

Building Technical Competence

Technical competence refers to the knowledge and skills necessary to effectively perform specific tasks. It is acquired through formal education, training, or on-the-job experience and is crucial for both leaders and followers. For followers, high technical competence enhances performance, increases influence within groups, and can lead to greater involvement in decision-making. Leaders with strong technical skills are more likely to advance in their careers, train others effectively, reduce ambiguity, and improve group satisfaction and motivation.

To improve technical competence, individuals should first understand how their role contributes to the organization's success. They can enhance their skills by seeking feedback, pursuing education, observing and reflecting on others' behaviors, asking questions, and teaching others. Additionally, broadening experiences through diverse tasks, team projects, and volunteer activities can further develop technical competence and contribute to overall effectiveness in a role.

BUILDING EFFECTIVE RELATIONSHIPS WITH SUPERIORS

Having a good relationship with superiors offers advantages like less conflict, better support, and career opportunities. However, followers have a role in shaping these relationships. Effective subordinates actively strive to build a strong bond with their superiors, understanding that their success is intertwined with their superior's success. This means working together as a team and sharing both the credit and the blame for outcomes.

BUILDING EFFECTIVE RELATIONSHIPS WITH PEERS

Situational Factors that Reinforce Positive Behaviors:
- **Positive Feedback:** Sincere encouragement, thanks, and compliments can significantly influence others' behavior in a positive direction.
- **Theory Y Attitude:** Viewing colleagues from a Theory Y perspective, which assumes competence, trustworthiness, and willingness to cooperate, creates a positive cycle.

Situational Factors that Reinforce Negative Behaviors:
- **Lack of Positive Feedback:** When positive feedback is absent, individuals may feel undervalued and unmotivated.
- **Negative Feedback:** Constant criticism and negative reinforcement can demotivate individuals, causing them to feel discouraged and less likely to contribute effectively.
- **Theory X Attitude:** Viewing colleagues from a Theory X perspective, which assumes incompetence, laziness, and lack of motivation, creates a negative cycle.

Conclusion

Developing yourself as a leader is a continuous journey that requires dedication and self-awareness. Mastering the skills outlined throughout this discussion will equip you to inspire, motivate, and guide others towards achieving shared goals.

Q

A

Question
Time