

Leadership/Management Road Map

A title does not make you either a leader or a manager, it's how you are seen to behave that matters

| Emotional Intelligence | |
|------------------------|----------------------|
| Be aware of Yourself | Be socially aware |
| Manage Yourself | Manage Relationships |

©Goleman

Centred Leadership

- Derive meaning
- Manage energy
- Positive framing
- Connecting
- Engaging

©McKinsey & Co

Create an environment that encourages conversation and exploration of cause and effect

COLLABORATE

Be there for others

Observe, ask questions, listen, repeat...

Know yourself

Remove fear from the workplace

Align management development with mission and outcome

How do you create value?

What do you achieve?

What is your plan?

Who do you serve?

Develop trust

Be seen to do the things you said you would do

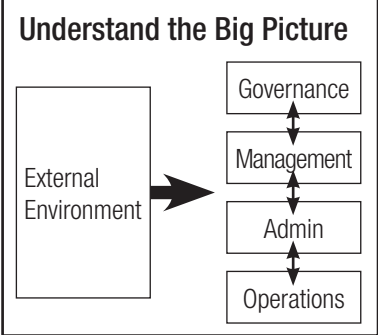
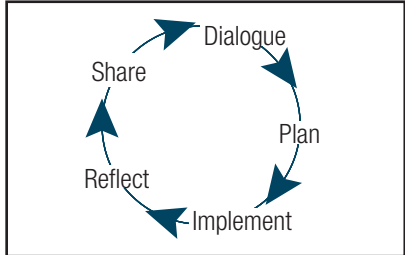
Seek to make the world a better place to live in

How you are seen to behave is how you will be perceived by others.

Ask for help and advice

- Form mentor relationships
- Engage a management coach
- Be a continuous learner

Build relationships



- Five Mindsets of a Manager**
1. Reflective
 2. Analytical
 3. Worldly
 4. Collaborative
 5. Action
- ©Mintzberg/Gosling

Develop the potential of others

What is your mission?

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