Leadership and Management

with Natalie Savery
Leaderful Action

• We are a **purposeful** and **passionate** learning and development organisation that works in **partnership** with our clients to make a difference where it counts

• We merge leadership theory and knowledge with practical action to realise **potential** at all levels, with partnership working at the core of what we do

• Our programmes and approach are based on the ‘**leaderful**’ concept and the need to take **action**
Who we work with

DEVELOPING PASSION, PURPOSE, POTENTIAL & PARTNERSHIP
Learning Outcomes

- Define what leadership means for you and how it is different from management
- Explore how we can balance the roles of leader and manager
Leadership Quotes

“I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

Maya Angelou

“Power isn’t control at all—power is strength, and giving that strength to others. A leader isn’t someone who forces others to make him stronger; a leader is someone willing to give his strength to others that they may have the strength to stand on their own.”

Jim Rohn

“The challenge of leadership is to be strong but not rude; be kind, but not weak; be bold, but not a bully; be humble, but not timid; be proud, but not arrogant; have humor, but without folly.”

Beth Revis

“A leader is one who knows the way, goes the way and shows the way”

John Maxwell

“The quality of a leader is reflected in the standards they set for themselves”

Ray Kroc

“Average leaders raise the bar on themselves; good leaders raise the bar for others; great leaders inspire others to raise their own bar.”

Orrin Woodward

“We need to accept that we don’t always make the right decisions, that we’ll screw up royally sometimes. Understand that failure is not the opposite of success, it’s part of success.”

Arianna Huffington

“The function of leadership is to produce more leaders, not more followers”

Ralph Nader

“Success isn’t about how much money you make; it’s about the difference you make in people’s lives.”

Michelle Obama

“Leadership is an action, not a position”

Donald McGannon

“We must learn to navigate the complexity.”

Donald McGannon

“Leadership is a process of facilitating, empowering, and enabling others to achieve their goals.”

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“Leadership is about making followers think for themselves.”

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The leadership quotes above highlight the importance of character, communication, and commitment in effective leadership. They emphasize the role of the leader in empowering others, setting standards, and inspiring growth. Leadership is not just about controlling or forcing, but about giving strength and encouragement to those around us. It’s about being strong and humble, kind and bold, and understanding that failure is a part of success. Leadership is about setting high standards for ourselves and others, and about navigating the complexities of the world. It’s about making others think for themselves, and about being an action-oriented leader rather than a positional one.
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<th>Leaders’ Behaviours</th>
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<td>Eye on the bottom line</td>
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<td>Do things right</td>
<td>Do the right thing</td>
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Warren Bennis 1997
Group Exercise

Management

Leadership

DEVELOPING PASSION, PURPOSE, POTENTIAL & PARTNERSHIP
Using Leadership and Management Skills and Behaviours

The enterprise will soon go out of business, unless it is a monopoly. Solid company if it has strong market share, but bureaucratic and controlling – unable to adapt to a changing environment.

Innovative, adaptive, energetic, but as the organisation grows it can feel on the brink of chaos. Meets today's commitments to stakeholders superbly, while also adapting to make the enterprise stronger for the future.

DEVELOPING PASSION, PURPOSE, POTENTIAL & PARTNERSHIP
Moving between the Balcony and the Dancefloor
Making the shift

1. Develop own awareness of your strengths and skills, drivers and motivators
2. See, understand and communicate the bigger picture
3. Consider how you are balancing management and leadership activities
4. Re-define how you contribute and add value
5. Listen and ask questions
6. Focus on relationships and people as well as results
STOP/START/CONTINUE

Reflect on what we have covered, what will you STOP doing, start DOING and CONTINUE doing to develop your leadership?
Programme Roadmap

Welcome and Launch
03-05-23

Emodule: Emotional Intelligence

M1: You as a Leader
24-05-23

Emodule: High Performing Teams

M2: Developing Teams
05-07-23

Emodule: Change Leadership

M4: Leading Change or Strategy
29-11-23

Action Learning Set 1
18-10-23

M3: Leading in an Agile Environment
06-09-23

Emodule: Agile Leadership

M5: Challenge Ready
10-01-24

Action Learning Set 2
07-02-24

Presentation of Impact
28-02-24

DEVELOPING PASSION, PURPOSE, POTENTIAL & PARTNERSHIP
Diolch! / Thank You!

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