

## RYP QUARTERLY

### Leadership & You... What Is Your Formula?

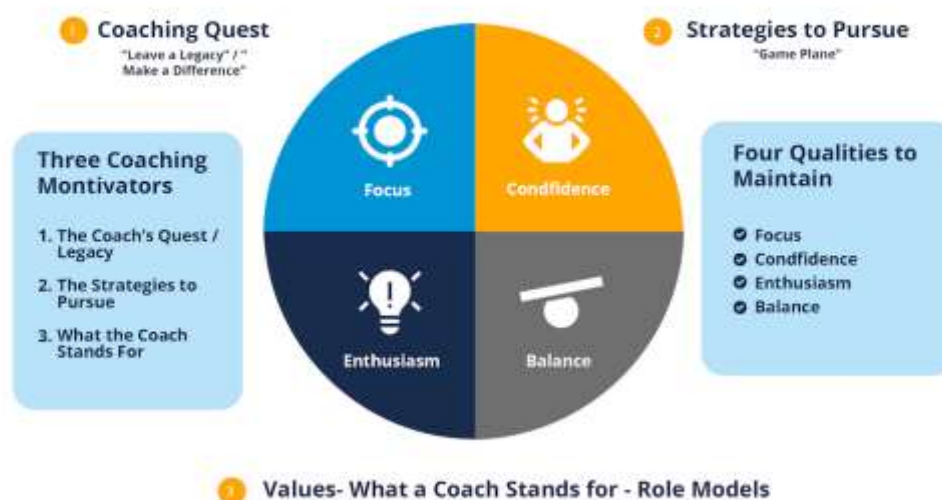
*By David Stewart Principal RYP International*

*The most confusing aspect of many Leadership Development programs is there is a false perception that leadership can be taught. There are many aspects to leadership including character, personality, desire, attributes, skills, experience and above all personal drive and ambition.*

#### LET'S START BY BUSTING A FEW MYTHS

- There is no course in the world that you can attend where you exit a leader.
- Contrary to popular belief all the competency training in the world will not make a leader.
- There is no one desirable leadership style, they all work, choose the one that best suits you.
- Leadership is not a part time work act but a full-time life quest.
- Leadership is not a title, but an outcome.
- Ultimately it will be up to others and history to judge the effectiveness of any leader.

#### SUSTAINED COACHING MODEL





## **THERE ARE MANY CROSS OVERS BETWEEN COACHING AND LEADERSHIP.**

The framework helps put a simple perspective on the differences. To be clear Leadership starts from within. If a person does not have a vision and a passion to leave a legacy or achieve something, then there is nothing to lead. The achievement of anything requires a clear vision, a commitment to pursue it and a sense of urgency and enthusiasm to achieve it. Hence why we say Leadership comes from the heart (within). If this is not present, the rest as they say is academic.

**To add another simple commonly used framework of the differences between Coaching and Leadership is as follows:**

**Coaching is About Performance**

**Leadership is about Change and Progress**

I am always struck between the role of Parenting a Child and the Links to Leadership and Coaching. As a parent you spend time nurturing – rearing and building the confidence, competence, and capability of a child (leadership qualities) whilst ensuring they are well-mannered – organised – and disciplined (Coaching qualities). Every parent is seeking whatever is best for their child, and this varies with every parent and child on the planet. Likewise, every organisation on the planet has a unique culture, unique quest they are trying to achieve, with a unique set of leaders and staff.

There is no one best way to parent or educate a child. Likewise, there is no one best way to build team dynamics and a winning team formula. This is why it makes this area of life, so interesting. Every leader must adopt and apply their own formula. The same as every parent needs to adopt and apply their formula to parenting children.

## **COMPETENCIES V PRINCIPLES**

Rather than promote a set of competencies or leadership frameworks, we thought we would share the formula of some ordinary people who have achieved extraordinary outcomes in their field of endeavour.

**We invited some clients, colleagues, and contacts to share their views and approaches to Leadership by answering three direct questions:**

1. How have they personally made an impact to someone or a group of individuals?
2. Leaders are known for leaving a legacy. What is their legacy they are seeking to leave?
3. What is one principle or philosophy that they have lived their life by that has been a positive influence and they would recommend to others to adopt?

## **LEADERSHIP & ME BOOK:**

Their impromptu responses were recorded and then transcribed. Each interview lasted ten minutes. The outcomes have been packaged into a Book titled “Leadership & Me”.



You can read the eBook on the following link:

[https://issuu.com/bookinaday/docs/it\\_27s\\_all\\_about\\_leadership\\_and\\_me](https://issuu.com/bookinaday/docs/it_27s_all_about_leadership_and_me)

Their insights and wisdom seem so simple yet so profound, but like many things in life, difficult to implement and achieve. The book does highlight one thing. Everyone forms their own unique approach and formula to Leadership. Their narrative reinforces the undeniable fact that leadership takes persistence over many years and requires patience, resilience and above all a combination of many attributes and qualities. Their stories also highlighted that the measure of leadership impact is not wealth, but respect, trust, and integrity.

Many of the participants raised the thought that perhaps one of their greatest and most rewarding leadership challenges was the art of Parenting. This is perhaps not surprising given the qualities required for parenting are almost identical to those for successful leadership. I wonder if there is a Harvard MBA available for Parenting.

### SOME INSIGHTS INTO LEADERSHIP

- Andrew Ambrose:** It's about having the personal touch. You need to engage, discuss, debate, and agree what the direction needs to be, and bring people along the journey. If people agree and sign onto a compelling vision, then the results start to come.
- Angela Hutson:** You cannot do it alone. You have to bring people along with you. You have to find champions to help build an organisation. You cannot embark on a major change process unless you reward and recognise the people making it happen".
- Anthony Baldasso:** You need to chase something that is worthwhile. And it is only worthwhile if you are passionate about it. If someone is happy then they are healthy, and that is a fundamental requirement for success
- Barry Smith:** Success is happiness, empathy, and continuous improvement. You've got to be able to see that are enabling people to make a difference."
- Bill Bateman:** It is hugely important to have other experiences. You have to sacrifice some professional goals for the sake of fulfilling your role as a father, husband, son or daughter. You have to enjoy all aspects of life."
- Angela Martin:** Enjoy every part of life. Every stage (of life) offers you different things, and you learn so much from each stage.
- Colin Barton:** A leader and the people responsible to the leader must have the freedom to work to their ability. When you look back you will be amazed at what you can achieve if allowed.
- Colleen Weir:** I had been thinking of leadership in a much more stereotypical way... But have now realized leadership is very much about everyday life. I encourage my family to live their dreams and find the things that



really make them hum... I think that is an important part of leadership.

- Daniel James:** Leadership is about communicating and connecting with people...to help them see what they cannot see. It is all about inspiring others and leading by example.
- David Lloyd:** In understanding failure you then understand success. Often it is the circumstances that create a leader. They are the ones who take risks in the eyes of others.
- Gautam Rajamani:** Leadership can be broken into three categories: How you deal with yourself. How you deal with people. And how you deal with situations.
- Hass Dellal:** It is important to have diversity of thought, and to respect other people's notions of diversity of thought. Dialogue is about bringing people together to explore and question themselves in a manner that broadens their thinking and understanding.
- Kerry Watson:** Well life is not what you expect it to be. It is your ability to respond to what life throws at you. I think exploring yourself is sometimes undervalued...you are always a more interesting person when you do step outside your comfort zone.
- Malcom Ebb:** Without trust and respect a leader has no hope of inspiring anyone. As you get older you realise that how you treat people and the ethics by which you lead people will ultimately become how they remember you.
- Nick Williams:** You must listen to people...you have to take a genuine interest in what is being said to be seen as credible. It is critical to get to know people at an individual level.
- Owen Lennie:** The best three things a leader can do are: First understand the situation, second understand the people and third articulate the goals.
- Peter Weir:** Being a leader to your family is perhaps the most important role...a good leader must be respected".
- Phil De Young:** You must employ people on personality and work ethic...you only get out of anything what you put into it...work ethic is key.
- Susan Mann:** Expectation of excellence and rigour combined with support and trust is fundamental to being a leader. You can inspire people if you trust them and support them and treat them in a fashion that is not judgemental.



**Peter Stewart:** If you keep people informed, have a genuine passion and enthusiasm for something, then it will show through with your leadership. Whenever things get a little tough, always remain calm.

**Each one of these people were invited to be interviewed without notice to explore and share their Leadership Formula.** The mere fact that they were able to provide a clear narrative without notes or reference points clearly highlights that they have developed over the years their leadership formula. This evolves with the passage of time and requires plenty of critical reflection, self-analysis, and feedback mechanisms. It is a dynamic that is experiential, ongoing and requires trial and error. Different approaches and styles work on different people.

## L 5 Leadership Framework

- 1 Leadership starts from Within
- 2 Leadership is about Influencing Others
- 3 Leadership Develops a rich learning environment
- 4 Leadership builds professionalism & management capability
- 5 Leadership inspires leadership actions and aspirations



## OVER TO YOU

**Leadership is not a title, set of qualities or competencies, nor can it be measured on false measures such as wealth, social status, or celebrity listing.** Every leader has their own formula and approach, and this is what is used in different situations, circumstances, and settings, be it the family, sport, business, social, community or a critical incident.

### **SO, WHAT IS YOUR FORMULA?**

**HOW HAVE YOU IMPACTED ON A GROUP OF PEOPLE OR AN INDIVIDUAL?**

**WHAT IS THE LEGACY YOU ARE LOOKING TO LEAVE**

**OR**

**THE DIFFERENCE YOU ARE TRYING TO MAKE?**

**WHAT IS ONE PRINCIPLE YOU HAVE LIVED YOUR LIFE BY THAT HAS WORKED FOR YOU  
AND YOU WOULD RECOMMEND TO OTHERS?**

**In our view Leadership Success is all about how you have made a positive impact and difference to others.**

### ***Facta Non Verba – Deeds Not Words***

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