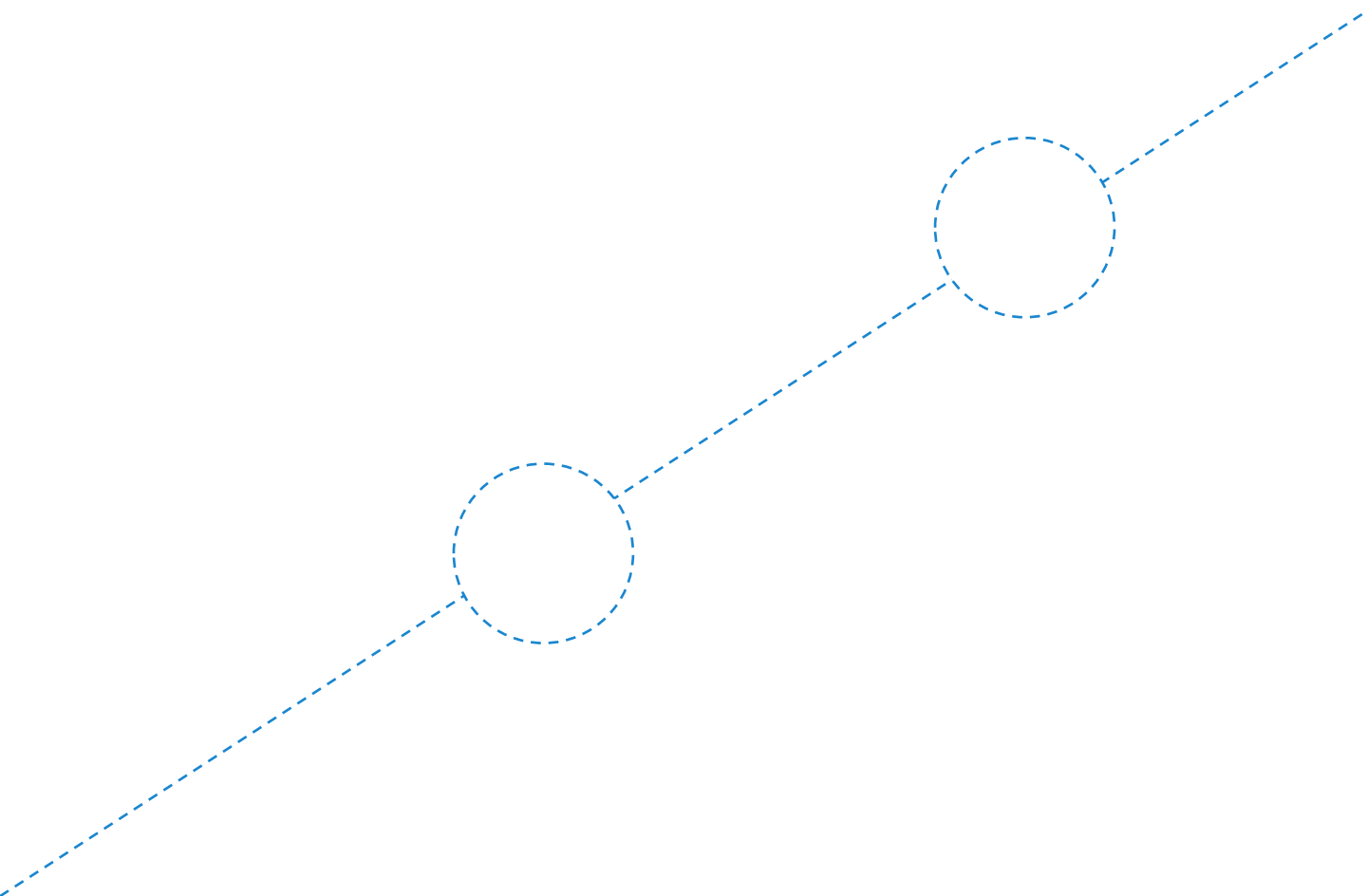


LEADERSHIP SERIES.

Leaders of change in a
changing landscape.



WHO DO YOU NEED?

Does your organisation have a strategic plan? It is sitting on a shelf collecting dust or stored on a hard drive that never gets looked at? You know that a strategic plan relies on thoughtful execution in order to deliver the desired outcomes. You also know that strategy implementation is a crucial aspect for organisations. So why isn't your strategy being put into action? For an organisation to be successful, it is vital that its leaders are effective in driving the strategy towards results.

Previously in the Mirus Australia Leadership Series we outlined the importance of understanding the business landscape in which your organisation operates, and performing an external scan of the environment. After completing the PESTEL environmental scan, the next steps are to:

- Consider the impact of these external factors on the organisation's business goals and objectives
- Analyse how these factors relate to the current business plan
- Identify the risks and opportunities to create a competitive advantage and prioritise accordingly
- Come up with solutions and strategies to integrate into, refine or create a new organisational strategy
- Set and re-align strategic goals and targets

Not everyone who is a leader in title has the skills and capabilities to be the strategic leader required in today's changing environment. Please find the top 6 characteristics that effective strategic leader in business possess.

1. CLEAR VISION AND PURPOSE

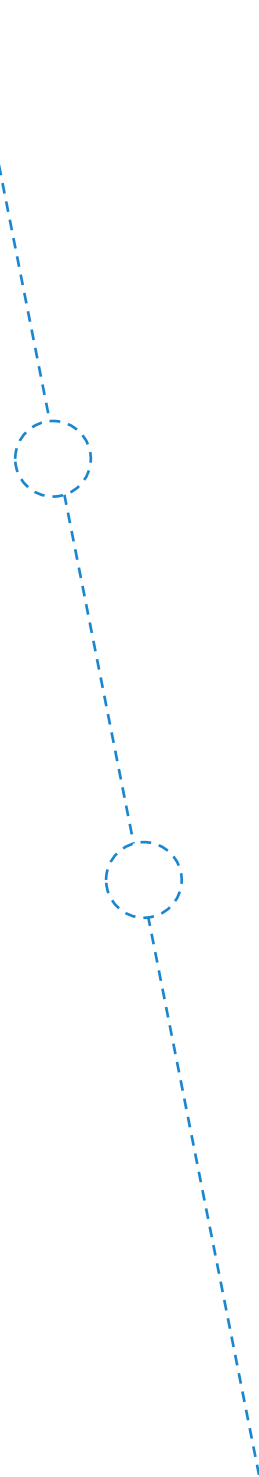
—

Leaders need to cut through the complexity of what is happening both externally and internally to the organisation, analyse and prioritise what is most important for the business by setting clear goals.

They need to be able to see the big picture and look ahead; to anticipate the changing landscape is important.

Leaders need to clearly visualise the direction of the organisation and articulate what success looks like.

When communicating this vision, leaders need to have clarity of purpose and the ability to explain it in an engaging, understandable and motivational manner.



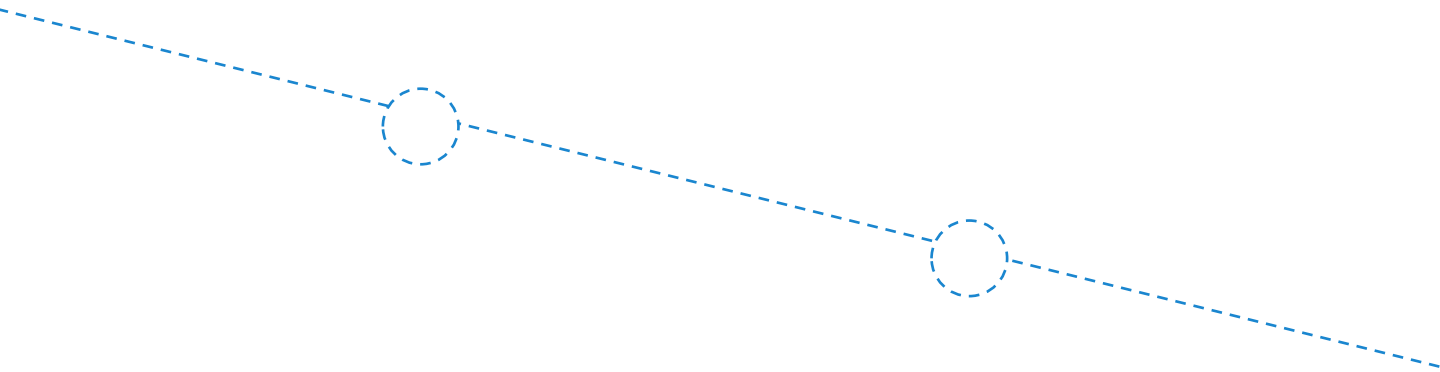
2. RESPONSIBLE AND ACCOUNTABLE FOR PERFORMANCE

—

Leaders need to own the business outcomes and outline their expectations and performance measures clearly.

They need to be able to delegate tasks to their team and maintain oversight to ensure progress is on track, without being overbearing, dictator-like or micromanaging.

They need to hold people accountable by regularly monitoring and evaluating progress against the plan, and guiding the business in the right direction.



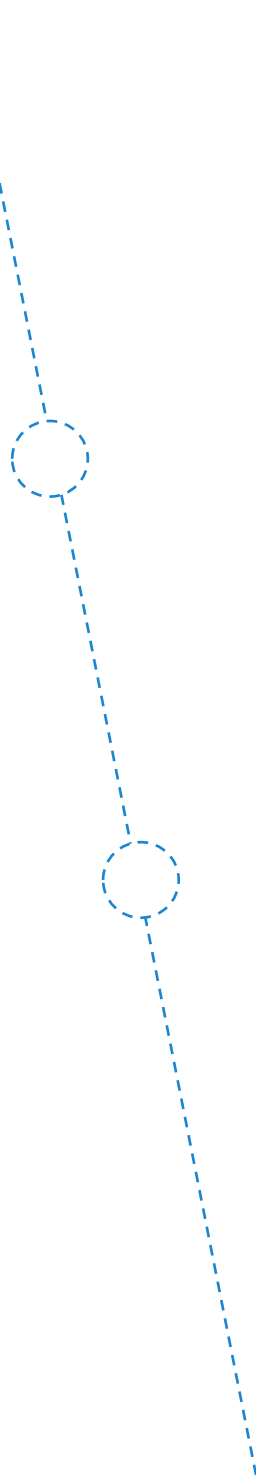
3. EMPATHY AND EMOTIONAL INTELLIGENCE

—

Effective strategic leaders need empathy to relate to their employees and customers. They seek to understand and reflect on other people's perspectives, feelings, thoughts and learning styles appropriate for the situation

They possess strong self and situational awareness; they understand their own strengths, weaknesses, styles, perspectives and how these can impact others, or how to leverage them in particular situations.

They are also receptive to feedback and actively seek it out in order to improve themselves and better understand others.



4. TRUST

—

The ability to lead by example and role model through behaviour are traits of an effective leader; the culture of the organisation is defined by the actions and the behaviours of its leaders.

Employee-trust in their leaders is vital for cultivating an environment in which employees feel safe to share information, put forwards ideas, challenge perspectives and admit mistakes.

Trust is the foundation of psychological safety in the workplace and a key driver of engagement and productivity.

To earn the trust of others, leaders need to follow through on promises and regularly communicate progress and updates.

They need to be authentic, transparent, ethical, and act with integrity. They need to listen to others and withhold judgement.

They need to delegate and empower others to do their job, providing guidance where necessary rather than taking over when things are not as expected.

They need the courage to stand up for what is important and back their team when under pressure.

5. TEAMWORK AND COLLABORATION

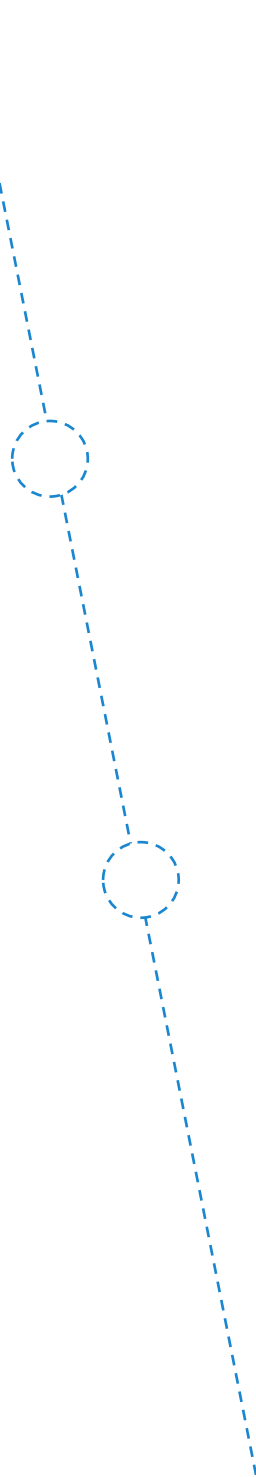
—

Successful organisations are the product of a cooperative team of people, not one person.

Effective strategic leaders understand that they can't do everything alone; they surround themselves with a team of trustworthy, capable and diverse people with complementary working styles, but who also challenge their thinking.

Open and honest relationships are essential to collaboration. Effective leaders are those who trust their team and take the time to listen and understand other perspectives. They invite the contribution of others and integrate their ideas into their own.

A good leader is willing and committed to developing others. They are also open to learning from those who work for them.



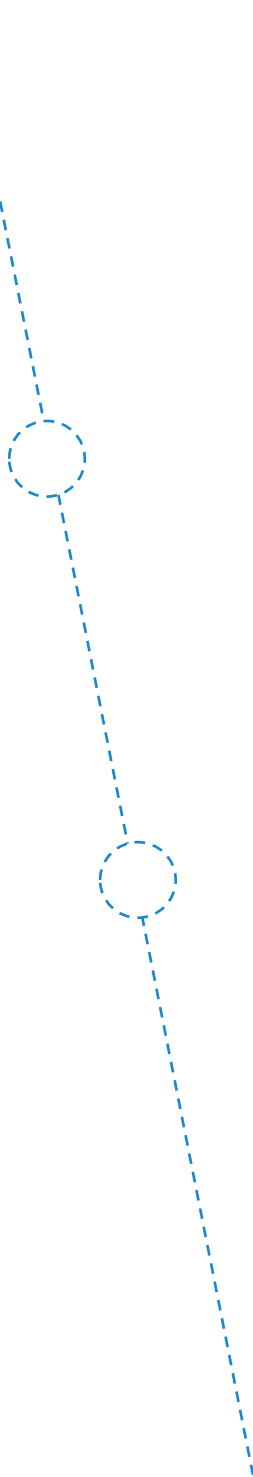
6. AGILE

–

The world today is fast moving, dynamic and rapidly changing, a strategic leader is able to adapt and prosper through unpredictability.

In this context, leaders need to be flexible in order to adapt to changing circumstances and directions when necessary.

They are prepared to try things out, think differently, learn from experience and even mistakes, and then adapt based on their learnings and observations.



WHAT QUALITIES DO YOUR STRATEGIC LEADERS NEED TODAY?



Sam Lam (pictured) is a registered psychologist who specialises in organisational psychology.

With over 14 years of experience in this field, she has worked with local, national and international organisations in Europe and Australia and across industry sectors.

Sam is an organisational and people development expert, and she assists organisations on how to get the most out of their people.

**FOR MORE INFORMATION OR TO
DISCUSS THIS WHITE PAPER WITH US
PLEASE CONTACT:
INFO@MIRUSAUSTRALIA.COM or
1300 738 145**

PEOPLE

TECHNOLOGY