



good and effective leadership

Having responsibility for people is a privilege. Leaders have a huge impact on the life and career of their people. Often we fail to fully appreciate this. Our interactions can be life changing and the impact long lasting despite the fact that our time managing that person could, in the scheme of things, be quite fleeting.

Here are some thoughts on effective leadership which I would recommend.

1.

developing leadership skills

Set a bold vision and be meticulous in your planning. Dare to try something new and unseen. This will stretch your team and excite. Stay close to the detail. Never let yourself be surprised by the unexpected.

2.

hire an outstanding team

Hire those with expertise you lack and with skills that complement the whole team. This will ensure your team are at the cutting edge.

3.

create a spirit of camaraderie

Take time to learn and understand before you act. This will gain their respect. Make fun a compulsory part of the team dynamic. It will help get the team through the tough times and keep spirits high.

4.

get the best from each individual

Know each team player well, understand what motivates them and push them to deliver their best. Always look after their wellbeing.

5.

leading efficiently in a crisis

Provide confidence and direction. Seek input from a variety of sources, collaborate but ultimately make the call. Do not procrastinate.

6.

overcoming obstacles

Your people will surprise you particularly if they believe they are on a quest. Let them inspire you to greatness. Never lower standards. The final product represents the best of the entire group.

7.

playing out of position

Move the team players to where the need is greatest. Develop a broad set of skills that enable you to move the team member to where the need is. Encourage a mindset that enables flexibility. Authorise team leaders to pick their own players and empower them to get on with the task.

8.

clean talking

Encourage openness of thought and intent. Stamp on any political agendas. Decisions should be based upon fact not belief or feelings.

9.

stamina and energy

As a leader recognise others look to you all the time. Regardless of how you may feel you need to keep going, never lose spirit in public and when faced with setbacks quickly bounce back. You are always visible when leading.

10.

mindset

No matter what turns up, be ready to alter plans and seek alternative routes to achieving the task. There is always more than one way.



[Click here to read the meeting notes from our recent HR Leaders Peer Exchange European Masterclass.](#)

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