

Leadership – the essential element of TRUST

There are two aspects which form clear non-negotiable boundaries:

1. Credibility – **what you say**
2. Reliability – **what you do**

Both need to be in alignment, authentic and consistency is key.

Top tips:

- ✓ Ground yourself and your / organisation's purpose
- ✓ Find an anchor
- ✓ Boost your energy
- ✓ Align the team behind the strategy – have they been involved in its creation? Has buy-in been developed?
- ✓ Remember that individual differences need to be taken into account. How to get them revealed?
- ✓ Crucial to show humanity. Share your vulnerabilities
- ✓ Take time for richer, deeper conversations
- ✓ Reflect, rethink, reboot – factor in time to do this. Consider the space in which you do so.
- ✓ Learning happens by experimenting, making mistakes, getting things wrong. Forgiving is a valuable asset.
- ✓ Big shifts happen because of continuous small movements. Tweaking within the context of the strategy.

Questions to ask yourself and your colleagues and team/s:

- ❖ Was my communication clear? Did I check for understanding?
- ❖ Did I remember to listen, listen and listen more?
- ❖ How did I deal with challenges, problems, situations? Rush to the rescue? Or discover the real problem?
- ❖ What was my 'go to' reflex response? If I had taken a breath, paused, had a quick think what might have happened? What might have been different?
- ❖ Did I remember TEAM and use the huge resources available in the people I had chosen?
- ❖ Or did I swing into action as obviously the only person who could sort it out?
- ❖ Appreciation works wonders
- ❖ Finding the golden nuggets of talent in everyone pays dividends and boosts confidence

Great question to ask: Are you better than you were?

If **YES** what has happened?

- 🚦 What's the evidence?
- 🚦 How do you know?
- 🚦 What's the next step?

If **NO** what has happened?

- What's the evidence?
- How do you know?
- What are you prepared to do about it? Nothing is not an option.

Invest 30 minutes in a risk-free Chemistry Session to explore how your leadership could improve.

<https://www.halinajarozewska.com/book-a-session/>