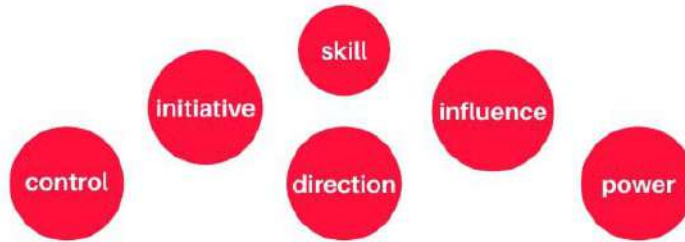


leadership

synonyms for leadership



People tend to conflate leadership with supervising other people. But there's nothing inherent to the concept of leadership that says you have to be a manager.

When we hear the word "leadership," our internal biases default to "people leadership" — managing others. But leadership is really about influence, and you can influence people without being the person who signs off on their vacation requests.

There is also "domain leadership", the kind of leadership that comes with influence in a particular domain. Individual contributors, specialists, any kind of leadership that doesn't have to do with managing people — that's domain leadership. The cool thing about domain leadership is that you get to stay a maker, you get to to keep doing whatever it is you love doing. We're seeing a shift away from the need to move into people leadership to advance our careers.

The management guru Peter Drucker said: "All the effective leaders I have encountered — both those I worked with and those I merely watched — knew four simple things:

- **a leader is someone who has followers**
- **popularity is not leadership, results are**
- **leaders are highly visible, they set examples**
- **leadership is not rank, privilege, titles or money, it is responsibility."**

10 things successful leaders do:

- 1. Leaders say thank you** People thrive at work when they feel like their work has meaning, and one of the simplest ways you can contribute to other people thriving at work is to recognize them.
- 2. Leaders encourage, engage and amplify others** Think about what it is you have to offer, and how you can offer that to team members across your organization.
- 3. Leaders manage "up"** How does your boss like to be communicated to? Do you know what your boss's major pain point is? What's keeping your leadership team up at night? If not, figure it out & make it your mission to solve it.
- 4. Leaders embrace learning** Leaders embrace learning and **actively** develop their skills and knowledge.
- 5. Leaders stay positive** Strong leaders focus on what can be done rather than what can't. By adopting a positive outlook you can leverage that positivity to increase your influence.
- 6. Leaders speak up** Maybe the concept of visibility — making yourself heard, making yourself known, having a "personal brand" makes you wince a little. But really, it's just about speaking up and claiming your seat at the table.
- 7. Leaders think big picture** How clear is your understanding of your organization's greater goals and what your role is in helping bring that picture to reality?
- 8. Leaders embrace feedback** When you listen to and then act on feedback, you get good insights and build relationships.
- 9. Leaders grow thick skins** With petty slights, annoyances, and that sort of thing ... sometimes, the solution is to stop caring. Take a deep breath. Rise above it.
- 10. Leaders share and teach** When people come to you for help, rather than doing it for them, do you take the extra time to walk them through it, step by step? Do you document and share that same knowledge with everyone else who might need it?

