



# MENTOR

## Six Practices of Effective Leaders

*“Be open to feedback on your leadership skills.”*



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### 1. Design and inspire a shared vision.

Effective leaders, as Stephen Covey articulates in 7 Habits of Highly Effective People, “begin with the end in mind.” Leaders have a clear vision of what they want their immediate charges to accomplish within the larger goals of the company.

Leaders are positive, they bring the future to life, and they enlist others in this common cause. Others will follow you if you include them in this process. They need to see what the leader sees to understand and produce the effort required.

### 2. Be the leader and model the way.

Leaders have integrity where their values match their behaviour. These values are based on principles of what is right for the common good. How you define these principles is often difficult. A leader’s behavior needs to exemplify those same values. Then leaders need to be able to clearly articulate their beliefs in ways that are understood. Leaders find their voice by clarifying these personal values. However, to be credible, leaders need to “say what they mean, mean what they say and do what they say they are going to do.” They set the example by aligning their actions with shared values.

### 3. Think divergently and challenge the process.

Leaders are creative, challenging and thoughtful action-oriented people, willing to step out and change the way things are. (Cont..)

## Succession Planning

EQ-i (Emotional Intelligence Assessment) is a self-reporting on line questionnaire that helps you to identify the areas of leadership that are strong and the areas with which you need to work. E.Q. - 360 provides an excellent means of gaining feedback anonymously so that you can compare how you see yourself versus how others see you in your leadership roles..

Leadership development through Peer Mentor.net Inc. assists you to:

1. Identify the skills that are most predictive of success in a given role in your organizational culture.
2. Determine the EQ-i factors that are statistically different between high and low performance groups.
3. Decide on characteristics for selection or succession planning.

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**SIX PRACTICES OF EFFECTIVE LEADERS**

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They experiment and take measurable risks and learn from the accompanying mistakes. Leaders may need to illuminate what will happen if there is no change. This approach may be scary; however, doing so may often provide the inspiration to move forward. Thinking outside of the box may require input from objective sources. There is so much to gain from a powerful question. Listen intently and with purpose



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**4. Enable others to act through empowerment.**

Leaders foster collaboration and strengthen others using empowerment strategies. Leaders actively involve people in planning and decision-making. Leaders empower other effective people around them to accomplish great things. They trust their work partners to also become leaders by helping them to take risks and back them up when mistakes are made. They reduce the number of mistakes with effective support and at the same time encourage positive action toward common goals. The best leaders are

effective delegators. Work yourself out of a job.

**5. Use emotional intelligence.**

Leaders celebrate the achievement of milestones with support personnel. Mary Kay Ash, in her successful career, demonstrated that “recognition and praise” were cornerstones to keeping people involved in a common goal set. In addition, effective leaders demonstrate these “genuine acts of caring” that draw people forward. Acknowledge and reward valiant behavior to maintain commitment. Get to know the person who cleans your office on a personal level. Read everything you can on emotional intelligence and discover why the best leaders demonstrate these “affective” qualities in “effective” ways.

**6. Make it happen! Be decisive and cause positive action.**

Leaders become successful through positive action. Do not hesitate on clear decision making. Do not hesitate to delegate decisions; however, everyone is accountable including the leader. Take action decisively. Sometimes a leader needs time to stop and think, gather new information, send others on small missions to fact find, etc. When you must delay, set clear timelines for action. No one can move forward without decisive decision making and clear action to follow.

**Leaders need to:**

- Identify their own leadership strengths and areas for improvement.
- Communicate fundamental values and beliefs.

- Walk the floor to hear and receive information from the “ground” level.
- Focus people’s efforts on key values through their own actions.
- Keep your vision and mission at the forefront of every action and decision.
- Build collaboration, teamwork, and trust.
- Strengthen others’ abilities to excel. Support them before, during and after.
- Inspire others to share a common vision. Search for opportunities to take the intelligent risks needed for growth.
- Recognize the accomplishments of others. (Make these things happen: acknowledgement, recognition (public and private), create milestones for celebration based on action plans.)
- Understand and support your organization’s culture, its strategic direction, and your contribution to the company’s success. Help others to recognize what their contributions mean to the company. This creates attachment, ownership and loyalty.
- Be actively engaged in the learning process. Challenge yourself daily with a goal set that moves you to the next level.
- Take an EQ-i and EQ-360 assessment to establish your strengths and weaknesses.

Compare how you see yourself with how others see you. Attack these gaps as potential learning variables for growth as a leader. What have you got to lose?