

Pillars of Leadership - Self Coaching

Personal

Leadership roles can be very demanding, impacting all areas of your life. Choosing to step into a senior position can bring many benefits into your life, but it also requires sacrifices from you and sometimes from your loved ones. Successful leaders involve their families in these decisions, working out in advance where the boundaries lie. They also ensure that they have sufficient support in place to pick up some of the load to ensure they can commit their time to the high demands of the role.

- *What compromises and sacrifices are you prepared to make to meet the demands of leadership?*
- *What practical and emotional support do you need to operate at this level?*
- *What potential traps lie in wait for you personally?*



Awareness

As a senior leader, you will need high levels of awareness, of both people and the environment you operate within. Awareness of people consists of self-awareness, combined with the general people skills to understand and motivate those around you; linking these together to provide the gravitas and influence you will need.

Awareness of the environment explores both the organization – everything from structure to politics - and the broader market; being aware of competitors and market trends.

- *How would you describe your awareness of business context, i.e. the wider marketplace, people, self and others?*
- *What level of gravitas, influence and political skills do you need to deliver your vision?*
- *What and/or who might potentially get in your way?*



Cognitive

Leadership requires thinking about the world and work in different ways. Strategic and conceptual thinking allows a leader to see the bigger picture, connect disparate data points, or utilise creative problem-solving skills. These skills complement the cognitive abilities required to manage, prioritise, organise, and develop standards and conformity. As leaders, we also need to enable the cognitive skills of others, allowing the people around us to lead in their own way, enabling the whole to be bigger than the constituent parts.

- *What cognitive skills are required of a leader?*
- *How good are you with conceptual ideas, analysis, problem solving and horizon scanning?*
- *How prepared are you to allow others to make decisions, work in different ways and accept that perfect is not a requirement?*
- *What potential conflicts might you face between self, team and organisation?*



Resilience

Successful leaders understand how to build and maintain their resilience. This can range from the physical resilience required to sustain the demands of the role through to the mental strength to withstand setbacks and become the emotional anchor that others often need from their leaders. However great you are at maintaining your resilience, there will still be times when the role will push harder. Hence, leaders need to build coping strategies, becoming aware of their reactions under stress and build in time and techniques that maintain them through these challenging periods.

- *What tells you that you have the physical and mental health to operate at a senior level?*
- *What coping strategies and healthy practices do you have in place?*
- *What potential health and wellbeing traps lie in wait for you?*

