

Leadership: Inspire, Empower, and Drive Impact



EFFECTIVE STRATEGIES TO MOTIVATE AND
INFLUENCE OTHERS



Leadership Themes Overview

- Foundations of Leadership
- Leadership Models and Styles
- Core Leadership Skills and Principles
- Building Influence and Empowering Teams
- Decision Making and Leading Change
- Communication and Feedback Mastery
- Handling Conflict and Daily Practices
- Pitfalls and Growth Strategies

Foundations of Leadership



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What is leadership? – Influence, vision, and impact beyond authority

Inspiring Through Influence

Leadership involves motivating others by positively influencing their thoughts and actions beyond formal power.

Setting a Compelling Vision

Effective leaders establish a clear, inspiring vision that guides collective efforts toward common goals.

Impact Beyond Authority

True leadership creates meaningful change and impact that transcends formal titles and authority.

Leadership vs management – key differences and when both are needed

Role of Leadership

Leadership is centred on setting vision and inspiring teams towards common goals.

Role of Management

Management focuses on organising resources and ensuring effective execution.

Balanced Approach

Successful organisations need a balanced blend of leadership and management skills.



Leadership Models and Styles

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The 5 Levels of Leadership – overview of John Maxwell's framework

Level 1: Position

Leadership starts with a formal position giving the right to lead and set direction.

Level 2: Permission

Leaders build relationships and gain permission to lead through trust and connection.

Level 3: Production

Effective leaders achieve results that validate and strengthen their leadership position.

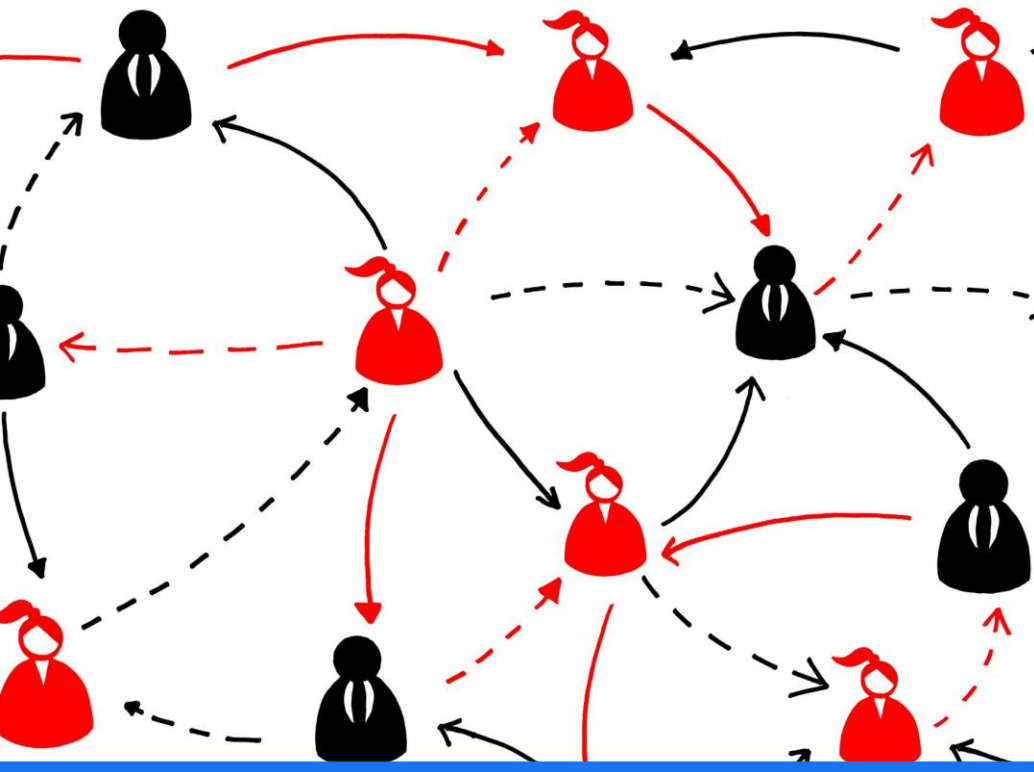
Level 4: People Development

Leaders empower others by developing their skills and potential for future leadership.

Level 5: Pinnacle

The highest leadership level is earned by cultivating respect and creating lasting impact.

Exploring leadership styles – transformational, servant, situational, authoritarian, democratic



Transformational Leadership

Transformational leaders inspire change and motivate teams towards a shared vision with enthusiasm.

Servant Leadership

Servant leaders prioritise the needs of others, focusing on serving their team to achieve collective success.

Situational Leadership

Situational leaders adapt their style to meet the demands of different circumstances and team needs.

Authoritarian and Democratic Leadership

Authoritarian leaders direct decisively, while democratic leaders encourage team participation and collaboration.

Emotional intelligence in leadership – Daniel Goleman's 5 components

Self-awareness

Recognising one's emotions and their impact improves leadership decisions and personal growth.

Self-regulation

Managing emotions effectively helps leaders stay composed and adapt to challenges.

Motivation

Inner drive and commitment inspire leaders to achieve goals and foster team success.

Empathy

Understanding others' feelings strengthens relationships and supports effective communication.

Social skills

Building rapport and managing relationships enhances collaboration and leadership influence.

Core Leadership Skills and Principles

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The leadership circle – integrating self-awareness, relationships, and systems thinking

Self-Awareness Growth

Leadership development begins with continuous growth in self-awareness and personal reflection.

Managing Relationships

Effective leadership requires managing relationships and fostering collaboration within teams.

Systems Thinking

Understanding organisational systems allows leaders to act holistically and navigate complexity.





The 7 Cs of leadership – clarity, courage, communication, curiosity, consistency, connection, care

Clarity and Courage

Effective leaders maintain clear purposes and demonstrate courage to face challenges confidently.

Communication and Curiosity

Leaders communicate openly and remain curious to inspire innovation and understanding within teams.

Consistency, Connection, and Care

Consistent actions build trust, strong connections foster teamwork, and care nurtures team wellbeing.



Vision and purpose – crafting and communicating a compelling vision

Clear Vision Development

Leaders create a clear and inspiring vision that guides organisational direction and goals.

Alignment with Values

The vision must reflect organisational values to ensure coherence and credibility among stakeholders.

Motivating Others

A compelling vision motivates people to work together towards common objectives and shared success.

Building Influence and Empowering Teams

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Building trust and credibility – integrity, transparency, and follow-through

Integrity in Leadership

Consistent integrity is essential to building trust and credibility in leadership roles.

Transparency and Communication

Open communication fosters transparency, strengthening trust between leaders and teams.

Follow-Through on Commitments

Delivering on promises confirms reliability and solidifies leadership credibility.



Coaching and empowering teams – growing others, not just outcomes



Developing Capabilities

Effective leadership focuses on enhancing team members' skills and building their confidence for sustained success.



Encouraging Autonomy

Leaders empower teams by promoting independence and enabling individuals to take ownership of their work.



Fostering Continuous Growth

A culture of ongoing learning and growth helps teams adapt and thrive in changing environments.



The 70-20-10 rule – applying the learning model for leadership development

Challenging Assignments

70% of leadership learning occurs through hands-on, challenging assignments that develop practical skills.

Coaching and Feedback

20% of learning comes from receiving coaching and constructive feedback from mentors and peers.

Formal Training

10% of leadership development is derived from formal training programs and structured learning sessions.

Decision Making and Leading Change

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Decision making under pressure – tools like OODA loop and RAPID

OODA Loop Model

OODA loop stands for Observe, Orient, Decide, Act, guiding quick decisions in dynamic situations.

RAPID Decision Framework

RAPID clarifies decision roles to improve decision speed and quality under pressure.



Leading through change – Kotter's 8-step change model



Creating Urgency

Successful change starts by creating a sense of urgency to motivate stakeholders to embrace transformation.

Building Coalitions

Forming strong coalitions of influential people is crucial to support and guide the change process.

Vision Development

Developing a clear vision helps align efforts and direct the organisation towards the desired future state.

Communication and Anchoring

Effective communication and embedding changes into culture ensures sustainable organisational transformation.

Communication and Feedback Mastery

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Communication mastery – storytelling, clarity, and empathy

Clear Messaging

Clear messages are essential for effective communication, ensuring the audience understands the intended information.

Compelling Storytelling

Storytelling engages the audience emotionally and makes messages memorable and impactful.

Empathetic Listening

Listening with empathy builds trust and connection, allowing deeper understanding and stronger relationships.





Feedback culture – using SBI or Radical Candor for actionable conversations

Importance of Feedback Culture

Frequent and constructive feedback fosters growth and improves team performance positively.

SBI Model Explained

The SBI model emphasizes clear feedback by describing Situation, Behaviour, and Impact specifically.

Radical Candor Approach

Radical Candor combines empathy and directness to deliver honest and actionable feedback effectively.

Handling Conflict and Daily Practices

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Conflict management as a leader – mediation and perspective-taking

Mediation Skills

Effective leaders use mediation skills to facilitate communication and find amicable conflict resolutions.

Empathy in Leadership

Empathy enables leaders to understand team members' feelings and perspectives during conflicts.

Perspective-Taking

Understanding diverse viewpoints helps leaders resolve issues and maintain cohesive teams.

Daily leadership habits – journaling, reflection, clarity routines

Journaling for Clarity

Journaling daily supports leaders in organizing thoughts and gaining mental clarity for better decision-making.

Reflection on Experiences

Reflecting on past experiences enhances self-awareness and helps leaders learn from successes and challenges.

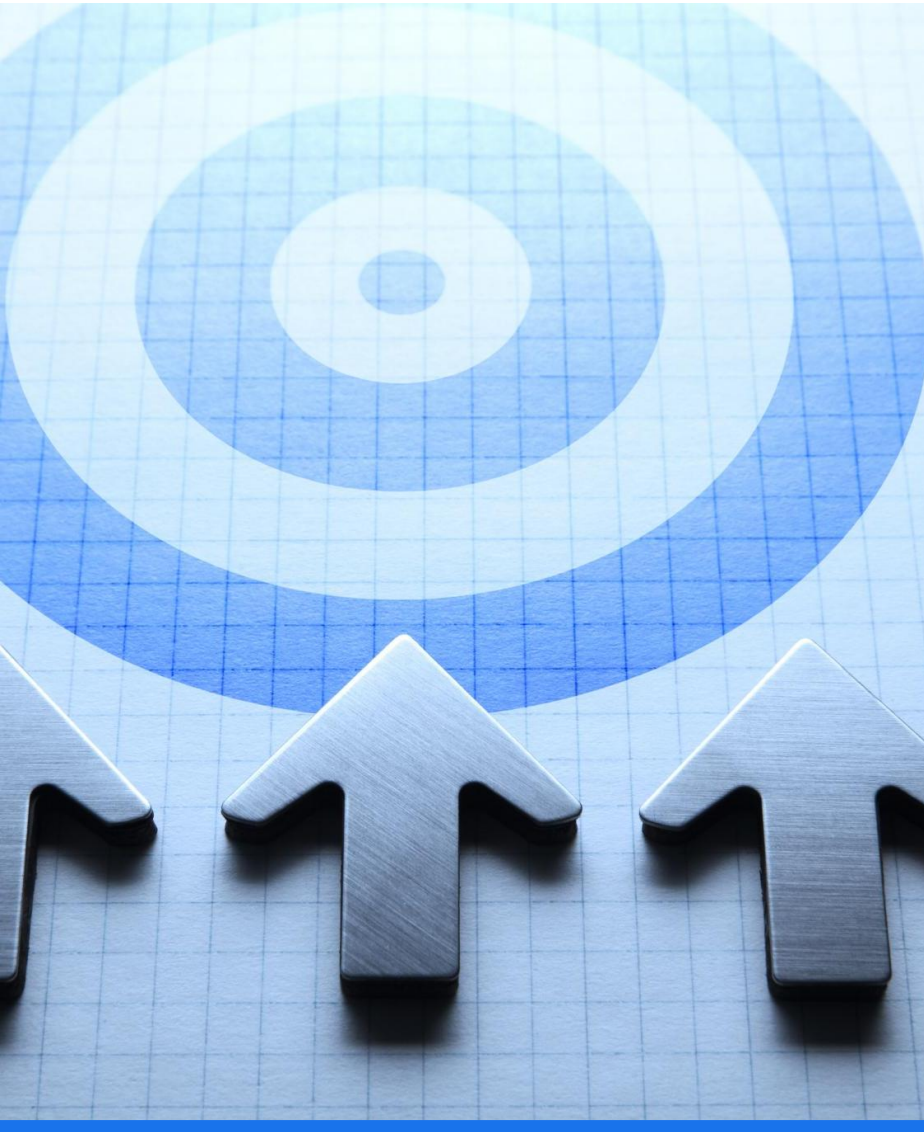
Setting Clear Intentions

Establishing daily clarity routines sets focused intentions that boost resilience and purposeful leadership.



Pitfalls and Growth Strategies

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Leadership mistakes to avoid – ego, over-controlling, lack of listening

Ego-driven Decisions

Allowing ego to influence decisions can lead to poor judgement and damaged team trust.

Micromanagement Issues

Over-controlling or micromanaging stifles team autonomy and lowers morale.

Lack of Active Listening

Failing to listen actively reduces communication effectiveness and team engagement.

Your leadership action plan – self- reflection, strengths, and growth steps



Honest Self-Reflection

Engage in honest self-reflection to understand current leadership capabilities and areas needing improvement.



Identifying Strengths

Recognise and build on existing strengths to leverage leadership effectiveness and confidence.



Setting Growth Goals

Set clear, actionable growth goals to guide continuous leadership development and measurable progress.

Conclusion: Leading with Purpose and Impact

Visionary Leadership

Effective leaders have a clear vision that guides their decisions and inspires others toward a shared goal.

Emotional Intelligence

Emotional intelligence helps leaders connect with their teams and manage interpersonal relationships effectively.

Continuous Learning

Leaders committed to continuous learning adapt and grow to meet new challenges and drive meaningful change.

Empowering Others

By empowering others, leaders foster collaboration and inspire teams to achieve impactful outcomes.



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LET'S CONNECT AND GROW - TOGETHER

I help you to lead a fulfilling life—personally and professionally—by cultivating clarity, confidence, and meaningful connections.

Whether you're aiming to level up, lead with influence, or simplify finance, my sessions provide the tools, mindset, and momentum you need to move forward with confidence.

Proven methods and actionable strategies

Successful, industry-tested frameworks

Effective tools that drive real results

For many, this has been the turning point—clarity after uncertainty, confidence after hesitation, fulfilment after struggle.

My Commitment: Your Growth. Your Impact. Your Success.

READY TO LEVEL UP? CHOOSE YOUR TRANSFORMATION

Executive & Influence Coaching

- **Executive Presence:** Own the room and inspire confidence instantly
- **Communication Mastery:** Speak with impact and build authentic trust
- **Strategic Influence:** Lead with clarity during high-stakes transitions

Finance & Commercial Mastery

- **Financial Acumen:** Make confident, data-driven decisions
- **Growth Mindset:** Drive cost transformation and business growth
- **Business Influence:** Empower non-finance leaders to communicate with clarity

People Leadership & Strategic Presence

- **Leadership Excellence:** Inspire and empower teams with emotional intelligence
- **Management Agility:** Navigate complex challenges and deliver results
- **Trust & Influence:** Build cross-functional credibility and lead authentically

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