

# LLP LEADERSHIP ACADEMY

*Making waves on the way to the top*

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**As a token of my appreciation, here's some of my leadership values I have lived by for years you can use to lead with confidence and steer your ship to the top.**



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# **LEADERSHIP VALUES**

- **NURTURE OUR EMPLOYEES**
- **PLAY AS A TEAM**
- **FOSTER OPEN COMMUNICATION**
- **FIND A WAY OR MAKE A WAY**
- **DO THE RIGHT THING**
- **PAY IT FORWARD**
- **WALK THE TALK**
- **BE SIMPLE AND FAST**
- **BE BETTER TOMORROW THAN TODAY**



# LEADERSHIP VALUE: NURTURE OUR EMPLOYEES

Effective leaders recognize that employees are their greatest asset and prioritize their growth and well-being. By investing in their development, leaders build a motivated, skilled, and loyal workforce. Supporting employees' personal and professional growth leads to higher job satisfaction and retention.

## **Action:**

- Schedule regular one-on-one meetings to create an ongoing opportunity to get updates on work and projects, discuss career goals and provide insight and coaching opportunities tailored to each team member's needs and aspirations. Provide training and development opportunities to help them continue to grow and develop. Additionally, celebrate their milestones and achievements personally and professionally to show appreciation for their progress. Lastly, practice empathy, compassion and genuine interest in your employees to create a mutually caring and beneficial relationship. The benefit you will get from that as a leader is priceless.



# LEADERSHIP VALUE: PLAY AS A TEAM

Collaboration and teamwork are essential for achieving organizational goals. Leaders should foster a culture where team members support one another and work towards common objectives. Strong teamwork enhances creativity, problem-solving, and overall productivity. Your team should be built with people who put the team above themselves and the overall goals of the organization above their own.

## **Action:**

- Create an environment of collaboration where all have a voice and can contribute to decisions that are being made. Foster an environment where encouragement of diverse opinions are welcome. Ensure that everyone knows no one person is more important than the team. Including you. Implement team-building activities and encourage cross-functional projects to strengthen relationships and improve collaboration among team members. Also, establish clear team goals and celebrate collective successes to reinforce the value of working together.



# **LEADERSHIP VALUE: FOSTER OPEN COMMUNICATION**

Open communication builds trust and transparency within a team, leading to better decision-making and problem-solving. Leaders should practice and create an environment where all team members feel comfortable sharing ideas and feedback, and that their voices are heard. This openness encourages innovation, builds confidence in the team and helps identify issues early.

## **Action:**

- Practice this in every meeting that is held – big or small. Encourage people to contribute and create a safe environment for them to do so. Establish regular open forums or town hall meetings where employees can voice their opinions and ask questions directly to leadership. Additionally, create anonymous feedback channels to ensure all voices are heard, even those who may be hesitant to speak up.



# **LEADERSHIP VALUE: FIND A WAY OR MAKE A WAY**

Resilient leaders are solution-oriented and resourceful, always finding ways to overcome challenges and obstacles. They inspire their teams to adopt a can-do attitude and persist through obstacles – always finding a solution to accomplish their goals. This proactive mindset drives innovation and resilience and results in the face of adversity.

## **Action:**

- Create a mindset within your team and organization that things can be done versus allowing your team to tell you all the reasons why something can't be done. When facing a challenge, lead by example by brainstorming multiple solutions with your team and demonstrating a willingness to be part of the solution and to take calculated risks. Encourage team members to share their ideas and approaches, fostering a collaborative problem-solving environment.



# LEADERSHIP VALUE: DO THE RIGHT THING

Integrity is a cornerstone of effective leadership. Leaders must consistently act ethically and make decisions that reflect the organization's values, even when it's difficult. Upholding high ethical standards builds a trustworthy and respected leadership reputation. And taking action when someone does not act with integrity and a high moral compass is the only way to ensure this value is going to be successful.

## **Action:**

- Create a clear code of ethics for your team and hold regular discussions on real-world scenarios to reinforce the importance of ethical decision-making. Encourage transparency and accountability by openly addressing ethical dilemmas and decisions. And when confronted with a decision of your own that will continue to prove that this value is a non-negotiable, always do the right thing yourself – even when that decision is difficult. As leaders, we prove what we stand for every day with every interaction and every decision.



# **LEADERSHIP VALUE: PAY IT FORWARD**

Leaders who invest in others' success create a culture of generosity, opportunity and mentorship. By helping others, they not only build a supportive and loyal community filled with opportunity, but also inspire others to do the same. This ripple effect strengthens the overall organizational culture.

## **Action:**

- Encourage team members to mentor or support each other and recognize acts of kindness and collaboration during team meetings. Establish a formal mentorship program to facilitate knowledge sharing and professional growth. And teach your team to recognize talent at all levels of the organization to find the “diamonds” that need to be identified, developed and promoted to keep your organization strong and building bench strength for the future.



# **LEADERSHIP VALUE: WALK THE TALK**

Authentic leaders lead by example and always ensure their actions align with their words. This consistency builds credibility and trust among the team. Demonstrating integrity and authenticity inspires others to follow suit. And make no mistake, everyone is watching to see if you do that and if your words are just words or if you are a person that turns those words into action.

## **Action:**

- If you say you are going to do something, or you believe in something or you are going to make a decision about something – do it! Make sure your behaviors align 100% with your words. It's the only way to build trust and credibility. Talk is cheap. Truly. What you do is infinitely more important than what you say. Regularly self-assess and make adjustments to maintain alignment between your words and actions.



# LEADERSHIP VALUE: BE SIMPLE AND FAST

In a fast-paced environment, simplicity and efficiency are key to maintaining productivity, staying ahead of the curve and competition, and making the changes needed for continued success. Leaders should strive to streamline processes and avoid unnecessary complexity and bureaucracy. Make quick (but well-thought-out) decisions. Simplifying tasks and decisions can enhance focus and speed up execution. Remember that perfection is the enemy of good and we can paralyze ourselves and slow ourselves down too easily. Time is not on our side.

## **Action:**

- Regularly review and refine workflows to eliminate redundancies and encourage quick decision-making by empowering team members with clear guidelines. Promote a culture of efficiency by rewarding innovative ideas that simplify processes. Set milestones and deadlines and hold people accountable for achieving them. It's easy to get in our own way of progress and moving forward. Create a culture that fosters agility and speed.



# **LEADERSHIP VALUE: BE BETTER TOMORROW THAN TODAY**

Continuous improvement is vital for personal and organizational growth and success. Leaders should encourage a mindset of constant learning and development. Embracing a growth mindset fosters innovation and adaptability. Evolve or become extinct. Challenge the status quo – even when things are working. If it ain't broke, break it. And encourage your team to do the same.

## **Action:**

- Create an environment where team members are encouraged to ask questions. Challenge conventional wisdom or what you are doing in your business to remain relevant, stay ahead of the curve, and outperform the competition. The only way to do that is through continuous improvement, evolution, and innovation – being better tomorrow than today. That goes for yourself and your team members as well. Self-reflection, feedback, and asking yourself every day “How can I/we be better tomorrow than today” is the key to ultimate success – personally and professionally.