

The Journey of Leadership

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Over the years we've seen that the best leaders learn to become more self aware and self reflective. They realize that the brake that's holding them back as they are trying to press the accelerator is their own psychological conditioning.

A leadership journey is nuanced, it calls for personal growth, which means one has to be constantly learning, listening, inspiring and caring.

Most executives do not spend enough time thinking about the personal side of leadership

The imperial CEO like Jack Welch, Lee Iacocca is done.

Leaders need to be aware of the verbal and non verbal signals they are giving.

Being a senior leader is a lonely role and many feel adrift in today's fast paced ever evolving business landscape.

Tapping into AI alone will not lead to high performance. Employees want development, experience, care and wisdom from their leaders

**Today's leaders need to be humble yet
decisive, vulnerable yet strong, curious but
bold, forgiving yet demanding**

When they are uncertain and not confident, CEOs tend to go one up, convincing themselves that they are more important in order to feel safer in their role.

Believing that your colleagues expect you to have all the answers is a trap.

Listening sounds easy but it is one of the most difficult things for a senior leader who has always been rewarded for being decisive.

**Who you need to listen to depends on
which problem you are trying to solve.**

Humility and openness also come into play when you are trying to make a big game changing idea.

When leaders struggle, it is because they lack the confidence to act.

Confidence plays an important role in a career trajectory.

Belonging is a birthright, when you experience an inherent sense of belonging, you have a healthy sense of who you are.

Your ego gives you a false sense of security which drives a wedge between you and your team.

Ego is not bad but when leaders have an inflated ego its bad.

Inflated ego leads to arrogance, entitlement, self promotion, office politics

As with many things in life, timing is everything

When an organizations strategy needs to change, its not easy to make that shift.

The best leaders are selfless and put in place processes in the institution to overcome egos

A leader needs to be vulnerable in certain situations

**Being vulnerable means putting aside ones
pride and apologizing**

All leaders have a To DO list, they should also have a TO BE list

Failure is becoming more common in a world that getting faster and complex.

**People can fail because of circumstances
or bad luck**

Some of the most innovative and creative people succeeded because they were versatile.

**The way you deal with uncertainty is learn,
learn, learn**

To the media, a CEO is a product

It is the CEOs role to create value for the investors.

Letting go means that some people in your organization will go the wrong way.

The key to a leader is not to gain control but to recognize what the few things are that only you can do.

Maintaining balance between control and freedom is difficult in a non profit world.

Most people don't tell the truth to the boss

Plan for success but be ready for anything

Constant reinvention and learning runs through all successful CEOs resume.

**You cannot excite people by following
yesterday's playbook**