

Leadership for Results

Strategies for Improvement

Sometimes for busy business leaders the best way to strengthen leadership ability is to intentionally exercise simple, on-the-job self-improvement strategies. Provided below are self-directed exercises that you can do as you move through your regular work day. For best results, keep the following in mind:

- Do each suggestion with a clear purpose in mind.
- Approach these exercises with a spirit of experimentation. Not all will work equally well and some may have to be adapted to meet your unique needs and situation;
- Take time to reflect on how well each exercise went. Consider questions like the following... What changes did you see? How did you feel about each exercise? How did your reports react? Etc.

Strategize for Improvement

1. Work with a small group to create a "stop doing list." These are procedures, actions, or policies that are outdated, cumbersome, redundant, or annoying.
2. Set a few minutes aside each day to reflect on how things are going professionally. You may want to ask a few team members to reflect with you.
3. Make a point to recognize team members who successfully implemented positive change.
4. Make a list of procedures, functions, and/or policies. With a committee of key players, grade each from A to F. Then talk about improvements.
5. Make a point to talk to numerous team members one-on-one and ask them the following two questions: "What is quality?" and "How do we achieve quality?" Take notes.
6. Review your current process of delegating. Then develop a list of guidelines for the delegation of tasks. Ask yourself how you can do it more effectively.

