

## **PITFALLS LEADERS SHOULD BE AWARE OF ...**

Much has been said and written about how to be a good and even an exceptional leader, all of which, no doubt, is true! However, there are many pitfalls that leaders and up-and-coming leaders fall into regularly. 'If only somebody warned me about this.' As a leader, we need to model success by learning from other's mistakes. Here are a few of those mistakes:

### **I have arrived: I am a leader forever!**

The realization of a goal - to achieve 'that' position, is very rewarding, however, one needs to realize that times change, businesses change, so does circumstances and Board Members and markets are volatile. No position is guaranteed. Please do celebrate your successes, but then get right back to doing what you did that brought you the success in the first place. Build trust with your co-workers, respect them and their points of view whilst being decisive and fair.

### **The thief of time: Procrastination!**

Prioritize, plan and then work the plan! In any leadership position action is most important. By acting in good time on any issue, is a sure way of building trust with staff members and ensuring their loyalty to you and what you stand for; placing issues on the back burner and never getting around to action it, is a sure way of achieving just the opposite. Don't be part of the problem, be part of the solution!

### **Effective delegation:**

Know that delegation should be a development tool, not punishment! Situational Leadership clearly tells us that you need to go through stages before you can delegate tasks to a 'know-how' staff member. Do not delegate tasks which you do not want to do yourself, because they aren't as fulfilling as others. Also, do not always delegate to the same people because you know it will get done – this is a form of punishment not development.

### **Coaching:**

I cannot stress strongly enough the importance of effective coaching of staff. Please note that we are not referring to mentoring and yes, there is a definite and huge difference between the two. Coaching has to do with output and tasks, (KPA's) whereas mentoring takes care of the softer issues. You cannot be a coach and a mentor to the same person and by definition you are a coach to your immediate team.

### **Passion for Purpose:**

Be a passionate leader, believe in what you do and you will have a passionate team, performing optimally and delivering on time. "Show me the leader and I will tell you what the team is like; show me the team and I will tell you what the leader is like." John Maxwell says: "The pessimist complains about the wind. The optimist expects it to change. The leader adjusts the sails." Be passionate to succeed and live your vision – positional power will not make this happen for you or your team! Be passionate about your staff! Trust them! (If you don't trust them, why did you employ them?) Don't underestimate the importance of inward focus as a leader. The softer and more motivational issues are what must be in place first in order for the external focus to become a reality.

## **Deal with conflict:**

The leader, who cannot resolve conflict, will not be a leader for long. Conflict is ongoing and part of the everyday work environment. Humans are gregarious animals and as soon as two or more people get in contact with one another, either through work or in a social set-up, conflict is inevitable. Don't shun from it – deal with it in a mature, adult fashion. If you don't know how, find out how!

As leaders, we know that success is built on failure and that there is no success without failure somewhere along the way! The only failure there is, is the failure to get up!!

There are many courses and programmes on Leadership and Management which you can enroll on in order to equip yourself optimally for success. Don't leave your success to chance – action it – live it – make it happen! At TMS we would like to partner with you on this exciting journey! Contact us today!

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