

## **WOMEN IN LEADERSHIP**

**'People are transformed through their senses and behaviors, or through their beliefs, their minds. So, the task of leaders is to change behaviors or to change beliefs. Both are, of course, intertwined.'**

Women have the ability to be transformed and therefore, to transform others. This has been a known fact for a long time now. The question is: How? Many discussions, articles, even courses attempted to answer this simple question.

The fundamental questions to contemplate include:

- How can women be effective and lead others?
- What separates a benevolent leader from an effective one?
- Why then do leaders fail?

**'The ability to make choices is a function of power.'** This is the first and foremost skill necessary to be an effective leader. Effective leaders always ensure that they have at least two options to choose from – this allows them to compare possible outcome to the expected specific outcome. Create power by creating choices.

**'Experiences give rise to feelings, which in turn generate beliefs, which in turn generate behavior.'** Changing beliefs can change behavior – Changing behavior can change beliefs!

**'Leaders that do good, mostly do accidental good.'** Accidental - because they remain ignorant of themselves, and of the consequences of their actions. Intentional good requires a greater level of consciousness, such that their state

of being leads to the right outcomes. Knowing yourself well is a fundamental which must be in place before you can even attempt to lead and understand others. Very few leaders do this effectively.

**'Leaders fail when they focus on governing, which is the system or bureaucracy of ruling rather than the object of ruling.'** Such leaders are entangled in the system, not the people. The responsibility of the leader is to release human potential. This requires leaders to create an environment in which people can realize their full potential.

**'To pursue the realization of people's potential; the prerequisites are peace, prosperity and freedom.'** To realize one's potential, it is necessary to know how to deal with conflict, seize every opportunity and be free from intimidation. Herein lays the predicament. Without challenges one does not develop. Extreme challenges are required for development to the extremes of human potential. When challenges become overpowering, one does not develop. Hence, development is an issue of balance. Leaders must therefore pursue peace – it is cultured; prosperity – it must be earned; freedom – it must be infused since we lose it as we live life!

Change has become the only constant reality of our time, as the work around us is moving at a rapid speed. Everything as we have traditionally known it has changed, and what was for years regarded as excellent is now suddenly no more than mediocre. Jack Welch (past CEO of GE) has said: 'Destroy your business.com.'" What he meant was that we must destroy the old and non-relevant business practices. The challenge of business and of leadership is how to cope, remain competitive and thrive in the demanding and ever-changing business environment.

Women in Leadership are part of this change and we need to equip them with what is necessary to be successful – not only by empowering them, but also through providing credible training, coaching and mentoring programmes.

It sounds so simple, doesn't it? Courses such as Self-Management, Emotional Intelligence, Neuro Linguistic Programming, Assertive Communication, Leadership for Impact, Measuring Performance and Team Dynamics are only some of the modules discussed and shared during the 'Woman in Leadership' programme offered by TMS. This highly interactive qualification is specifically aimed at senior management and for fast tracking careers of middle management female staff.

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