

Leadership Tips to Launch 2015

We have before us a new year, full of promise and uncertainty. You will certainly face change. Since Change + Uncertainty = Chaos, it's the leader's job to communicate a clear vision and get people excited about opportunities. In that regard, I offer a short list of tips to help you launch a successful 2015.

First, beware of this stunning Inscape Publishing survey result: Only 7% of leaders said finding new opportunities was part of their job! Besides this obvious leadership role:

- Prioritize the Big Picture
- Create a headline (8 words or less) clarifying the goal
- Meet your followers' Head and Heart needs by pathfinding (head) and breathe life into your vision with energy and encouragement (heart).
- Over-communicate! Clarity of purpose leads to understanding. Dialog gets people involved and creates a sense of ownership. Inspiration promotes emotional commitment.

Also, schedule a 2015 training program for your people. Notice below that employees have a strong desire for leadership training.

Employee interest in training programs

- | | |
|------------------------------------|------------------|
| 1. Technical job-related knowledge | 86% would attend |
| 2. Leadership skills | 81% |
| 3. Innovative thinking skills | 76% |
| 4. Management skills | 76% |
| 5. Conflict resolution | 74% |

Finally, here's a mirror for leaders. Inscape Publishing internal data from 81,943 respondents reveals the five most common requests followers want from their leaders.

| I wish my leader would . . . | Percent of raters making request |
|--|----------------------------------|
| Be more active about finding new opportunities | 47% |
| Focus more on improving our methods | 46% |
| Do more to rally people to achieve goals | 46% |
| Do more to encourage the group to stretch the boundaries | 45% |
| Be more open to input from others | 41% |

That's it, in less than 300 words. Make 2015 a great year for your organization!