

Key Traits of Successful Leaders

2014 Convention of
Ohio State Chapter

Key Leadership Traits

**Approachable
/ Competent**

- **Make Others Feel Safe to Speak-Up**
- **Make Decisions**
- **Avoid Procrastination**

Communicator

- **Communicate Expectations**
- **Measure & Reward Performance**
- **Provide Continuous Feedback**

**Inspirational /
Motivational**

- **Lead by Example**
- **Convey Positive Energy & Attitude**
- **Be a Great Teacher**

Make Others Feel Safe to Speak-Up

- Encourage others to share their opinions and confidently share their perspectives / points of view
- Create an approachable environment



Challenge People to Think

- Understand others' mindsets, capabilities and areas for improvement
- Challenge others to think – stretch them to reach for more
- Enable your team with tools to grow



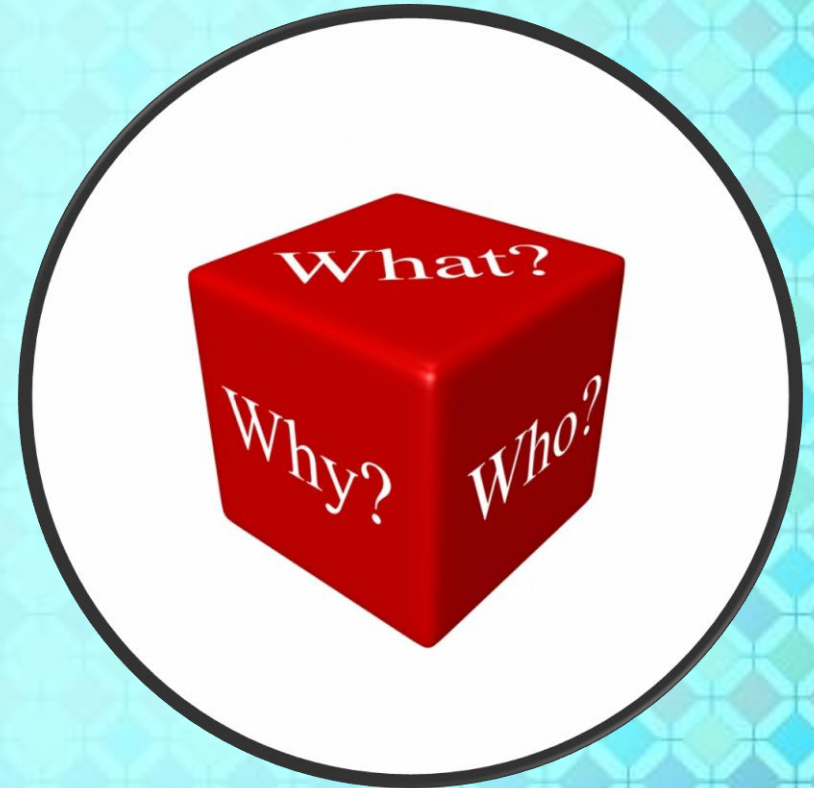
Make Decisions



- Either facilitate the dialogue to empower others to reach a strategic conclusion or do it yourself
- Focus on “making things happen” at all times to sustain progress
- Know how to make decisions quickly

Ask Questions, Seek Counsel

- Successful leaders have a deep thirst for knowledge
 - May not have the answers but know where to get the answers
 - Constantly seek to learn new things
 - Committed to making themselves better through the wisdom of others



Problem Solve; Avoid Procrastination



- Identify the issues & discover the root of the problem **but handle**
- Become proficient at what you do **with heart** and don't procrastinate
- Learn from, and don't dwell on, uncomfortable circumstances



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- Successful leaders are great communicators
 - Be clear about performance expectations
 - Keep team focused
 - Identify those who need help to get ‘on track’
- Remind others of the organization’s core values and mission statement
 - Ensure the vision is properly translated and actionable objectives are properly executed

Provide Continuous Feedback

- Pay attention to others
 - Offer insights shared along the way
- Provide feedback & welcome reciprocal feedback
 - Create trustworthy relationships with others
- Understand the power of perspective



Measure & Reward Performance

- Keep a strong “pulse” on performance
- Be aware of those who are the performance champions
- Acknowledge hard work and efforts (no matter the result)
- Never take consistent performers for granted
- Be mindful of rewarding performers



Properly Allocate & Deploy Talent

Know your talent pool and how to use it

Deploy their unique skill sets based on circumstances

Activate the capabilities of others



A hand holding a red marker is shown writing the words "LEAD BY EXAMPLE" in a bold, red, sans-serif font on a white rectangular card. The card is tilted slightly to the right. The background of the entire image is a repeating pattern of light blue and green diamond shapes.

LEAD BY
EXAMPLE

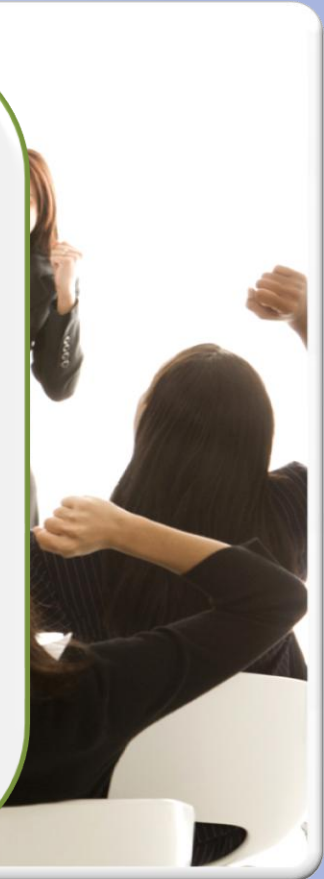
- Practice what you preach
- Be mindful of your actions
- Be aware that others are observing your every move

Convey Positive Energy & Attitude

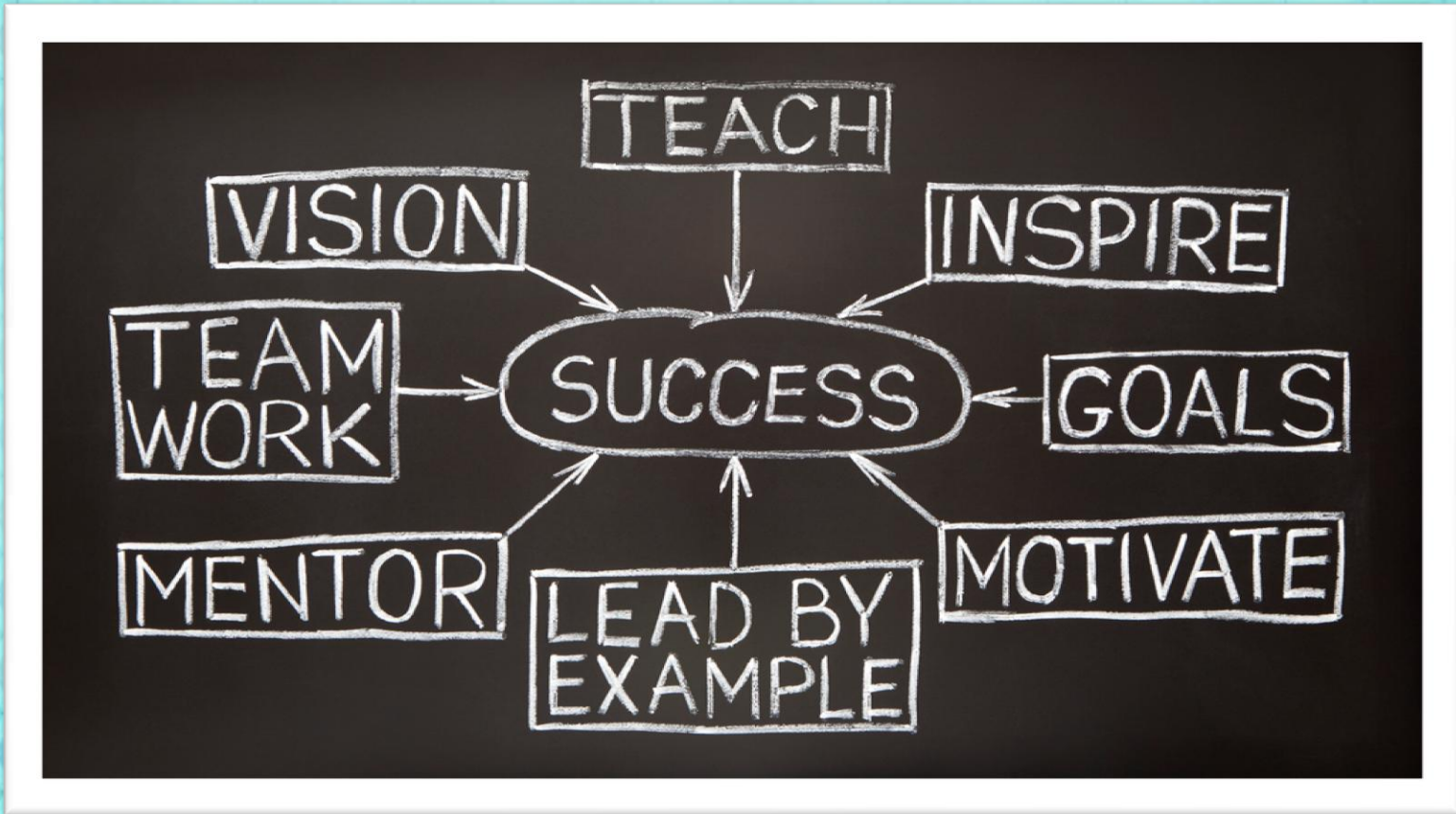
- Create a positive culture
- Know when to bring a problem to others
- Don't let a moment

I think whether you're having setbacks or not, the role of a leader is to always display a winning attitude.

- Colin Powell



Be a Great Teacher



Invest in Relationships

- Invest in mutually beneficial relationships

- Learn from others

- Share the knowledge and experience you have accumulated for those around you

- Recognize others' strengths

- Motivate others

*A good leader is one who can tell another how to reach his or her potential; a **great leader** is one who can help another discover this potential for him or herself.*

- Bo Bennett

Genuinely Enjoy Responsibilities

- Enjoy the meaningful and purposeful impact you can create
- Serving others can't be accomplished unless you genuinely enjoy what you do

Successful leaders love being leaders



A leader has the vision and conviction that a dream can be achieved. She inspires the power and energy to get it done.

- Ralph Nader