

BUSINESS COACH
K.P. PERSAUD

The Action Advisor

K.P Persaud Business Educational Forum

VOLUME 1, ISSUE 3

JULY 2010

Leading People Effectively

By: K.P. Persaud

"The effectiveness of your work will never rise above your ability to lead and influence others. You cannot produce consistently on a level higher than your leadership. In other words, your leadership skills determine the level of your success—and the success of those who work around you." – John Maxwell
My question to you is, "Do you know where you are on the leadership competency scale and what impact that may be having to your organization?"

Below I have briefly explored the meaning of leadership and why it is important to lead. I have also outlined the process of leadership assessment in terms of strength and developmental needs. The next step is to prioritize your challenges and develop plans to improve your skills. Like most processes, improvement requires feedback to measure progress.

The formula for organizational effectiveness is **BE x DO = HAVE**. To Have the desired results you must Do the right things Well and in order to do the right things you need to "Be" the right person. In other words, your character traits or who you are at the core drives everything.

For instance, you will have a difficult time communicating, inspiring and motivating people if you are not comfortable under your own skin. You are not sure of the purpose of leadership; where are you going and why? Leadership focuses on doing the right thing while management focuses on doing things right.

Leadership is about:

- Vision
- Mission
- Team Building
- Values
- Purpose
- Results
- Inspiration
- Motivation

Management is about:

- Structure
- Cost benefits
- Systems
- Logistics
- Efficiency
- Bottom line focus
- Get Results

Assessing your leadership skills survey:

- A 360° assessment feedback from interactive partners, yourself, boss and peers is a good

starting point for leadership development.

- This survey will be summarized to indicate your key strengths and weaknesses. Remember, a behavioral assessment is based on observation.



- Another source of feedback is to talk to people that interact with you including people that you trust. They can help you.
- Observe others that are considered 'successful leaders'.

Challenges: Define your challenges: what do you need to work on?

- Stop doing something that you are currently doing: (unskilled)
- Start doing things that you are not doing (unskilled)
- Continue and leverage the things you are doing very well (skilled)

- *Self mastery is the basis of effective leadership.*
- *Lead yourself first before you can lead others. Do what you say and say what you do.*
- *Leadership is an intentional journey... "Man does not simply exist but always decides what his existence will be, what he will become in the next moment."*

RECOMMENDED READING:

Principle Centered Leadership

- Stephen R. Covey

Developing the Leader Within You

- John Maxwell



The purpose of leadership is not to create followers but instead to empower others to lead...

*Leadership development is self transformation...
“We must not cease from exploration and at the end of all our exploring will be to arrive where we began and to know the place for the first time.”*

- Get better at things you are doing but not doing very well (improve)
- Each step understand these reasons for your strengths and weaknesses.
- Understand the reasons why this skill is important.
- Take action, set goals and execute.

Support: Making improvements to yourself is hard work and involves risk taking. It means that you have to be willing to become vulnerable and expose yourself. You will need help and support. The following can help provide support:

- The boss or coach
- Your spouse or close friend
- Trusted peers/direct reports

Feedback: How am I doing? This is important because it allows you to assess yourself versus how others are seeing you in terms of making changes in your leadership character and competency skills. Try the following:

- Get another 360° feedback survey
- Ask for feedback from people you trust
- Measure results (KPI)

Life should be lived with an inside-outside approach and must be lived forward but understood backwards. This principle allows each one of us to get better each day as we learn, make changes and grow.

Leadership Excellence Training Seminar

“You cannot produce consistently on a level higher than your leadership. In other words, your leadership skills determine your level of success” - John Maxwell

You can use all the tools of modern management to fix your business but what goes on between your ears, your heart and your soul will dictate how far you go in business.

Join me to explore this mythical concept of leadership—what it is, where you are on the competency scale and how you can become a more effective leader.

Elmcrest Country Club, Cedar Rapids—[click here for map](#)

Thursday, August 5th

7:00am—9:00am

Space is limited! RSVP call (319) 846-2067 or email kuldeppersaud@actioncoach.com

My name is K.P. Persaud and I am a certified business coach with ActionCoach International. Personally, I have spent the past 32 years acting as General Manager/CEO for manufacturing companies across the Midwest ranging in revenue from \$20 to \$100 million annually. My experience rebuilding companies to make them more efficient and profitable fuels my passion for assisting business owners cultivate their own leadership talents and expand their success.

My personal mission is to create abundance for business owners through business re-education. I want to help business owners create a profitable business that can run without them. He /she can become an investor while realizing passive income and progress up the ladder in the wealth creation process. He has the freedom to choose how he wants to live!

K.P. Persaud

Office: 319.846.2067

Email: kuldeppersaud@actioncoach.com

Web: www.actioncoach.com/kuldeppersaud



Join me on LinkedIn and facebook. Check out my profile and stay informed about news and upcoming events.

