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Executive Search & Board Advisory

THOUGHTS ON LEADERSHIP



"Take the time to deliberate, but when the time for action has arrived, stop thinking and go in" Napoleon Bonaparte

"Victorious warriors win first and then go to war, while defeated warriors go to war first and then seek to win." – Sun Tzu

Blenheim Partners is an international Executive Search and Board Advisory firm and is privileged to work with the very best executives. We thought we would share some of the insights we have gained from various leaders we have worked alongside:

1. Engaging and influencing others is critical

Leaders get the best out of their executive team and the rest of the staff. They believe that people are the most important piece in the puzzle of success. They use praise regularly and effectively, with meaning and genuine sincerity. They are able to do this because they have taken the time to learn about their people. Praise and compliments build confidence in the executive's and it encourages them to raise their self-belief and performance.

2. The appropriate style to fit the occasion

Leaders adapt their style to reality, to what is required for the current circumstances and to where they wish to take their team. If they have an inexperienced executive, leaders

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encourage them to believe in themselves and take on responsibility, and as such, instil confidence in them. If they have an experienced team, they may need to be a little more direct in their communication.

3. You are there to serve

Leaders need to work out the best way for their team to achieve. They need to put the team above everything else. The leader will achieve more by being approachable, being able to listen and communicate their ideas. Good leaders encourage an environment where others feel they can make an impact and can contribute easily, as opposed to a command and control leadership approach.

4. Ownership of the vision is shared amongst the executive team

The team have to understand, and then take ownership of the leader's vision. They have to own it. They have to step up to the leader's vision. The leader must encourage the executive and the company to achieve the best standards and the executives will either rise or fall, but will fully understand what it is that the leader is setting out to achieve.

5. The executive team and the company has to firmly believe in the leader

The organisation will only go through the pain and the change successfully if they believe in the leader. They have to believe that with their leader, the future is better in the leader's organisation as opposed to the competitor. The team and everyone in the business have to believe that their work and their company are superior to the competitor. This can only be achieved when the leader unites the team and challenges them to succeed and be willing to lead by example. The leader needs to spend their time building their team, and then building confidence in the individuals in the team, which will spread and increase the possibility of success.

6. Choose your words wisely

The leader has to be the strategist, the tactician, the person who takes the pressure off the stakeholders away from the executive team. The leader has to appreciate the effect their words have on the executive team. As a leader and as the communicator, you are never off tune. Think before you speak, be a communicator that plants your vision in people's minds and always act and speak in a manner that is positive.

Gregory Robinson, Managing Partner, Blenheim Partners said, "The leader has to inspire both the team, and the individuals separately within the team. They understand what makes their individual team members tick and harness it to their advantage to achieve team and company success. The best leaders unite their team by communicating their vision and set the expectations required in behaviour and conduct, establishing clearly the level of performance and professionalism. Leaders also must remember successes and failures belong to the team, not the leader. The whole team must take ownership of the vision and therefore, must share credit for the triumphs and defeats. Everyone has to be in it together. A unified team is the difference between good and great."

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