



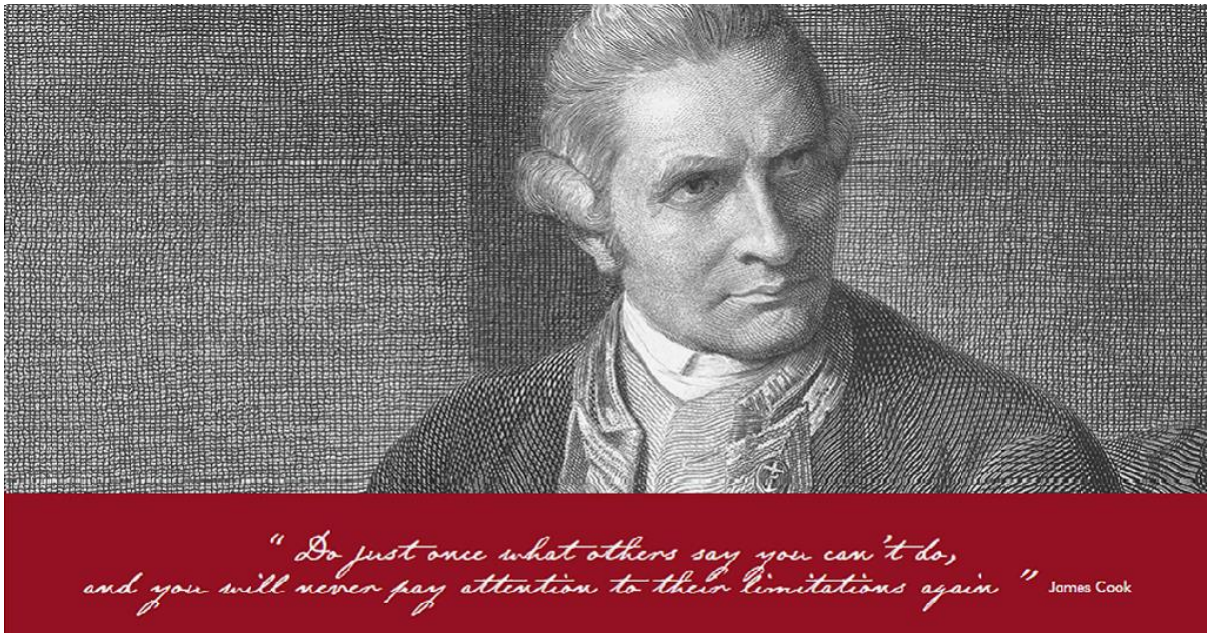
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*no limitations*

Executive Search & Board Advisory

## 10 COMMON TRAITS OF LEADERS

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Blenheim Partners is an Executive Search and Board Advisory firm. We specialise in top-level executive placement and succession planning.

Clients appoint us to identify the very best leaders in the global market. Below are some of their common traits:

### **1. They set the tone**

They show others by leading through example and develop others around them to adopt similar standards, values, habits and behaviours.

### **2. Surround themselves with good people**

They know their limitations and are not afraid to have better-qualified people or subject matter experts around them. They bring the best out of their people by engaging with them, challenging and supporting them.

### **3. They delegate**

They do not need to be in control of every aspect; they allow their team to make decisions and take accountability. They provide clarity and do not micro-control. They develop those around them by encouraging them and holding them to their decisions and outcomes achieved.

### **4. They inspire others to achieve**

By providing a vision, they are sharing the responsibility and recognise that they alone, cannot achieve the goal. They engender a culture that encourages their executive team to take calculated risks, to back themselves and to think for themselves. They allow their executive team to debate with them. They don't want sycophants or yes people surrounding them. They want individuals who have conviction, commitment and who are prepared to present a view. However, once a decision is made, the team must respect the leader's decision and together execute the plan.

### **5. They create an atmosphere or culture that engenders integrity, trust and culture**

Leaders need to trust their team, and the team need to trust that their leader has the best intentions. Trust cuts through the red tape; it relies on others being honest and providing transparency so decisions and actions can be achieved at pace. Trust, integrity and honesty mean the team and the leader can make informed decisions with the information available.

### **6. Leaders take their people out of their comfort zone**

Leaders stretch their team. They energise them, they excite them, they challenge them, and they push them to excel.

### **7. They invest time in the development of their people**

They do more than you know for their people. They bring out their best and encourage them to perform beyond what they thought they could do. They make the time to help them and construct a road map or guide to their future. Leaders encourage their people to change roles, to move location, to take on new responsibilities and leave their current company if their career is being blocked. Great leaders are selfless and know that they may only have their executives for a certain period of time. They want the very best for them and sometimes, that is at a different organisation. They want their people to achieve to the best of their ability.

### **8. They acknowledge their people**

They challenge, they encourage, they push, they probe, but along the journey, they respect and acknowledge their people.

## 9. They share

While some leaders can be aloof, great leaders share and celebrate the triumphs with the team and acknowledge their efforts.

## 10. They create a legacy

They see that their time is only a part of a longer journey for the company, and a period of opportunities to engage with the best people who share a common goal. Great leaders leave a legacy; they make an impact, they take the business to a new level, to a new direction and create other leaders to build on the legacy.

Gregory Robinson, Managing Partner, Blenheim Partners, “We hope this provides some insight into a few of the qualities that leaders demonstrate. The best leaders put their people first and know you can only lead through your people.”

## Blenheim Partners specialise in:

- Executive Search;
- Non-Executive Director Search;
- Board Strategy and Structure Consulting;
- External Succession Planning; and
- Executive Re-Engagement / Transition.

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Founded in 2012, our team have acted as specialist adviser to many of the world's leading corporations on Board and Executive performance, capability and succession planning.

Our consultants have worked with clients from all sectors and a broad range of geographies. They include over 80 of the ASX 100, 10% of the FTSE 100, Private Equity, Multinational, Private Family and Mutually Owned Companies.

Our work includes assignments that are both local and international in scope.

Our team consists of senior Search Consultants, Human Resource Directors,

Psychologists, Coaches and exceptionally experienced Researchers.

Blenheim Partners is continually investing in knowledge and understanding as exemplified by our Thought Leadership "The Challenges of Attaining Growth", Industry Papers and monthly Market Intelligence reports.

Our philosophy is to develop deep and committed relationships with a select number of clients and help them deliver a superior performance by optimising the composition of their Board and Executive team.

Our culture is built on pride, professionalism, esprit de corps and client service.

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