

Moving From Possibility to Reality

Kendall C. Wright

“The Actualizer”



Leadership Spotlight

**7 concentrated
areas of focus**

www.EntelechyCan.com

Kendall C. Wright - Leadership Spotlight

1 Manage Your Assumptions

Spotlight Reveals

Leaders can no longer take for granted the micro-environments of those they lead. The reality of 3rd shift associates may be significantly different from that of the 1st shift associates. As people are different, so too are their realities. Assuming that their micro-environments mirror your micro-environment is a prelude to leadership ineffectiveness. Learn the power of asking over assuming. The advantage of asking is that it enhances your economy of effort. You can focus on what creates the results that are rewarded in the marketplace

Kendall C. Wright - Leadership Spotlight

2 Reward Integrity

Spotlight Reveals

This strategy yields multifold results. By rewarding integrity, the leader communicates the expectation that integrity is the organizational norm. The leadership psychologists taught us that what gets rewarded gets repeated. I help leaders to recognize that what gets repeated defines the culture. In addition to the more common definition of integrity as veracity, it also means strength. There is strength in a culture that embraces integrity as a norm. To create a culture of integrity, leaders must model and reward behaviors that align with and exemplify integrity.

Kendall C. Wright - Leadership Spotlight

3 Challenge Inappropriate Behaviors

Spotlight Reveals

The subversion of a leader’s effectiveness is expedited by the tolerance of inappropriate behaviors. The leader is responsible for the culture created in his or her sphere of influence. When the inappropriate behavior goes unaddressed, uncontested and unchallenged, it becomes the standard of interaction for the work team, or a least understood as an acceptable option. You can rest assured: What you ignore will become more. What you tolerate will take over. What you challenge will change. Not only must the leader challenge the behavior, but challenging must become the norm for all peers and associates.

Kendall C. Wright - Leadership Spotlight

4 Advocate For Your Team Members (In Their Absence)

Spotlight Reveals

Nothing garners loyalty as quickly as absentee advocacy. When your direct reports can trust that you are advocating for their growth and development, the appropriate resources and the recognition of their outstanding contribution, you will find their willingness to go the extra mile increases in occurrence and magnitude. Advocacy builds allies. In a simple and powerful way, you can create mutually beneficial relationships, which in the world of business translates to increased productivity, retention and innovation.

Kendall C. Wright - Leadership Spotlight

5 Share Information (informally)

Spotlight Reveals

Sharing information builds trust. More accurately, sharing relevant information builds trust. To share information signifies comfort, inclusiveness and confidence. Typically we only share information with those we are most comfortable with and similar to. As you share information you provide evidence of your confidence in that individual. Leaders are sometimes bound by “need-to-know” restrictions and parameters, but when those restrictions are not applicable, share information to broaden and deepen your impact as a leader.

Kendall C. Wright - Leadership Spotlight

6 Make Relationships A Priority

Spotlight Reveals

The quality of relationships will influence the process by which work gets done, the product that is produced, or both. Relationships rooted in respect, honesty and trust are speedily replacing the outmoded practices of intimidation, domination and oppression. Relationships are the mechanism by which “intangibles” are passed and shared in the process of informal coaching, mentoring and development. The skill of establishing and maintaining effective relationships will be a true differentiator between impacting leaders and ineffectual leaders.

Kendall C. Wright - Leadership Spotlight

7 Delegate to Develop

Spotlight Reveals

The ageless adage that “practice makes perfect” is not exactly true, but practice can surely make better. If we understand that our mission is to grow new leaders, not simply replace followers, then delegation is the incubator for the new generation. Delegation not only allows you to evaluate strengths and weaknesses, it also allows the direct report to ease into a new role and responsibilities. Delegation solves one other significant challenge as well – identifying your replacement. Often we can’t move up and on because there is no skilled and suitable replacement. Delegate to develop your staff and to expand your career opportunities.

Moving From Possibility to Reality

Kendall C. Wright

“The Actualizer”

**Leadership
Management
Motivation**

For More Information

Contact Us At

Kendall@EntelechyCan.com

www.EntelechyCan.com

