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## Career and strategy leadership



‘Conscious leadership’ assumes that leadership is a trait that can be taught and learnt rather than just a quality that people are born with. There are ‘natural’ leaders but if we are ‘teachable’, we learn and develop our leadership capability as we grow using certain key principles and practical suggestions.

### Vision

Visions should be brought to life in the institutions that we serve by creating growth opportunities for individuals. Aspirations should be flexible and adapted according to what needs to be achieved. Individual goals should be aligned with organisational goals whilst acknowledging that individuals and organisations can start from points of divergence and align through social interaction.

### Trust

Adopt a “work with” approach rather than a “work for” attitude that encompasses inclusive leadership. Story telling can be used as an effective communication tool for connecting with others at a much deeper level by sharing experiences. When you do not have the answers ask for advice and share responsibilities with others by shadowing opportunities, through face-to-face engagement and by offering support and motivating individuals.

### Communication

Sharing information and visibly encouraging leadership will mobilise individuals to be creative and innovative. Open communication is an important part of keeping people informed so they too feel part of the ‘bigger picture’. Open communication is a prerequisite for building trust and respect. Great leaders are trusted and respected.

### Hints and tips for a new generation of leaders

**Integrity** Without this value, it is difficult to truly engage those that follow or work alongside us. At a micro level, integrity is about simply ‘keeping our word’ on deadlines promised, arriving to meetings on time, reviewing salary increases when an employee is promised it, admitting when we get it wrong, and humbly apologising. Of course, things change, but renegotiate before deadlines and promises fall due so that all parties are happy with the new arrangement or agreement;

**Goal setting is key** Short and long term goals should be set in accordance with the bigger goals of the organisation so that they are all aligned and executed through relentless planning;

**Optimisation** As problems or challenges arise, acknowledge the problem, offer advice where you can and encourage solutions. In this way people are shaped and trained to be problem solvers who offer solutions. As result, this leads to increased success; • **Courage** – one needs to understand that there will be risks involved in all that one does;

**Relentless preparation** Practise taking all objectives and possibilities into account and expect that something unanticipated may arise;

**Team work** Identify your weaknesses and employ and work with others who are stronger in those areas to deliver optimal results;

**Communication** Communicate goals to all layers, so the entire team pull in the same direction. Break them down into steps that are understandable and guide actions;

**Empathy** Understand and care for others and offer support without judgment

These will help develop healthy, solid relationships and networks.

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