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THE IDEAL WORKPLACE ATMOSPHERE

LEADERSHIP IN THE WORKPLACE

Challenges of a good leader

Leadership in the workplace

This module aims to:

- Understand the relationship of leadership and working environment
- Help creating positive atmosphere by addressing several leadership challenges
- Enable leaders create trustworthy and fair workplace

Challenges of a good leader

In this presentation you will learn:

- What are the most common challenges that leaders have to deal with
- How to overcome the challenges when they occur
- How to become an effective leader

Challenges in leadership

There are several issues which can occur while leading a team or a company

Have a look at the most common ones and learn how to overcome them in 3 steps

No challenge is impossible to deal with!

The most common challenges in leadership

Challenges

1. Difficult People
2. Pressure
3. Letting Someone Go
4. Delivering Bad News
5. Staying Motivated
6. Culture Issues
7. Being Respected and Liked
8. Maintaining Focus
9. Communication Problems
10. Handling failure

1. Challenges in leadership – Difficult people

People are different and can be sometimes frustrating. As a leader, you have to handle each and every one of them fair and with respect.

How?

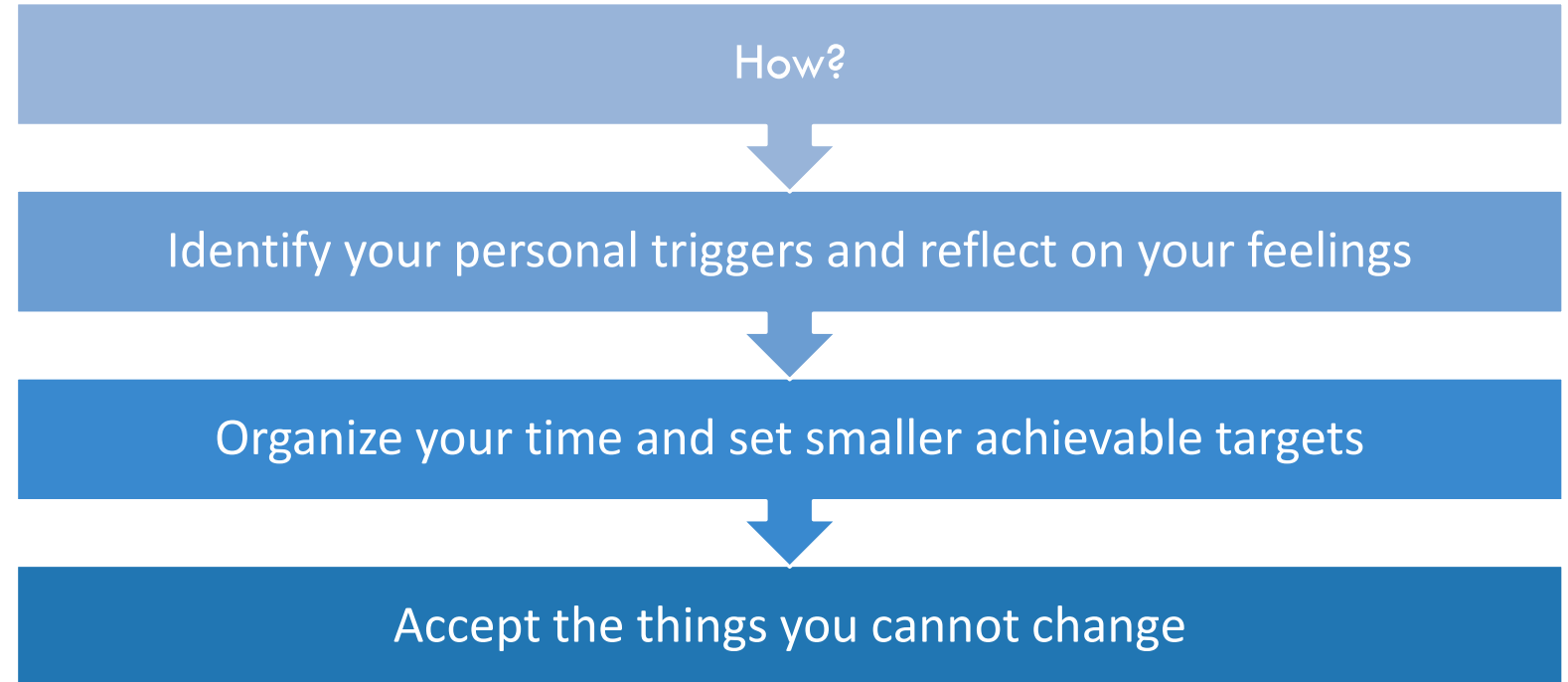Try to understand their intentions and perspectives

Explain your own situation and reasons behind your actions

Connect on personal level, learn about their personal lives

2. Challenges in leadership – Pressure

As any job, being a leader can be stressful sometimes. You have to know how to deal with pressure yourself as well as how to help your team or employees if under pressure.

How?

Identify your personal triggers and reflect on your feelings

Organize your time and set smaller achievable targets

Accept the things you cannot change

3. Challenges in leadership – Letting someone go

Firing someone is not the most pleasant thing to do. No matter what the reason, sometimes it is necessary.

How?

Break the bad news in smaller sentences, use the past tense

Listen to all what your employee has to say

Avoid misdirected compassion – you really don't know how the person feels

4. Challenges in leadership – Delivering bad news

No one likes to deliver bad news, either to your employees or bosses. When necessary, be ready to do so professionally.

How?

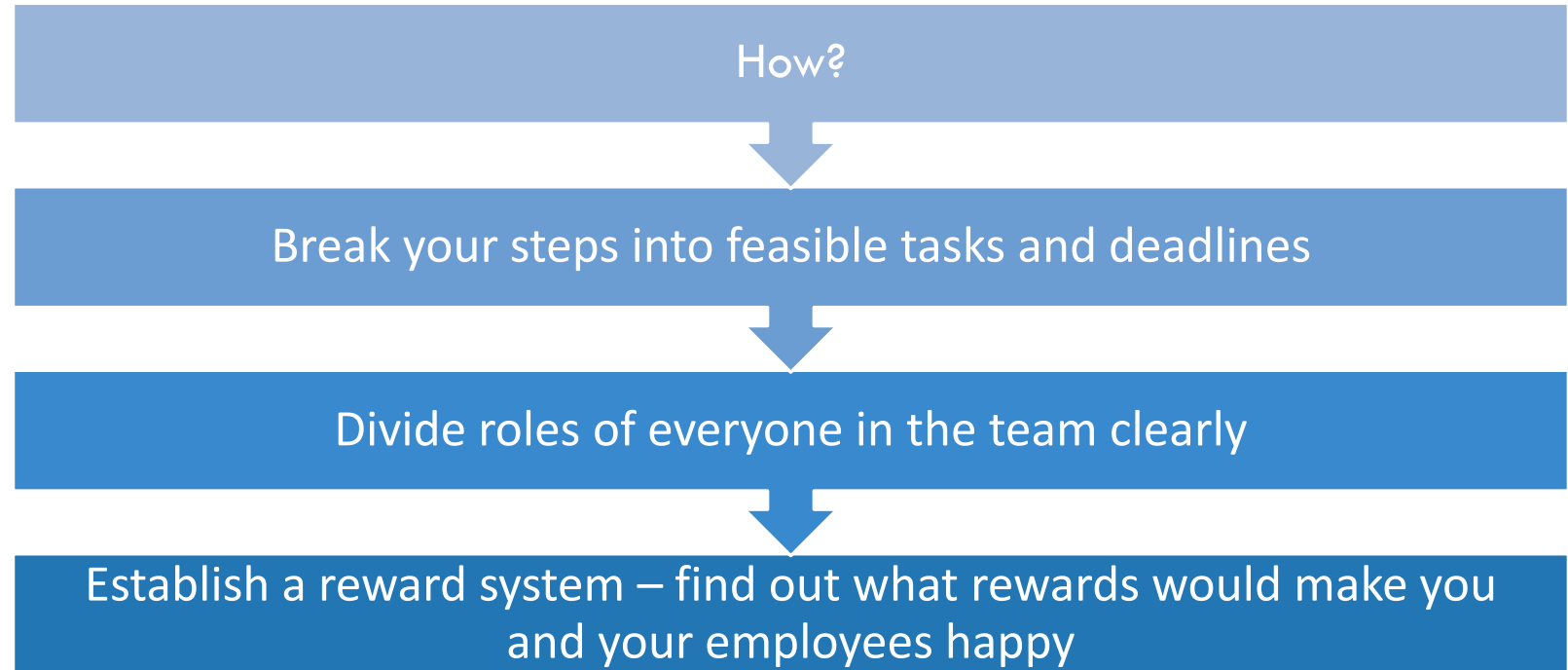Prepare for the conversation and think about the location

Get right to the point and leave no space for misinterpretation

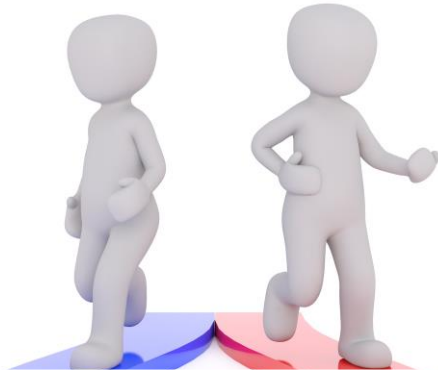Do fall into "but why" trap - stay focus and do not bargain.

5. Challenges in leadership – Staying motivated

Self-motivation as well as motivation of your team is crucial for reaching your vision. To avoid procrastination, make your work easier to exercise.

How?

Break your steps into feasible tasks and deadlines

Divide roles of everyone in the team clearly

Establish a reward system – find out what rewards would make you and your employees happy

6. Challenges in leadership – Culture issues

Diversity and inclusion is a crucial issue for effective and innovative work. Sometimes, however, cultural barriers can create tension.

How?

Get familiar with cultural backgrounds of all your teammates

Be open to trying new things and promote appreciation

Motivate people to get to know each other better on personal level

7. Challenges in leadership – Being respected and liked

Earning the respect of others is crucial. Respected, one can influence and lead others more easily. But what if people take you for granted?

How?

Behave in a way you want others to behave – be polite, helpful and show respect to others

Do not make excuses

Be willing to change and grow as a person, no one is perfect!

8. Challenges in leadership – Maintaining focus

Staying constantly focused is impossible. However, to work effectively and use your productive potential to its full, try and teach your team some easy tricks.

How?

Monotask not multitask – each day assign a specific focus

Take mental breaks – these are highly underrated!

Practice mindfulness – learn how to focus on the present

9. Challenges in leadership – Communication problems

Disagreements, arguments, heated discussion or just silence, neither is good for work progress. Avoid misunderstanding and know how to calm your employees down.

How?

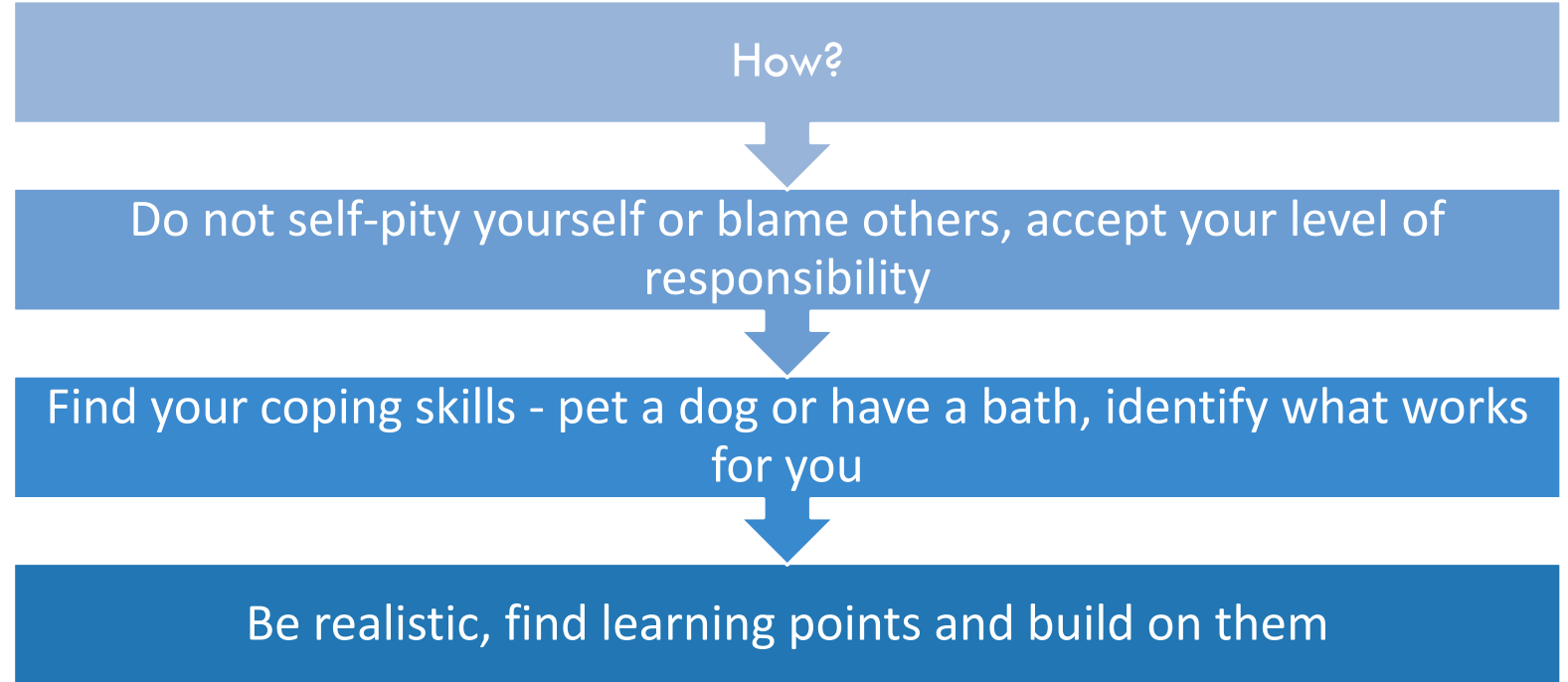Use one-to-one meetings with your teammates or employees

Do not forget easy communication tools like suggestion box, group chat, surveys, regular updates, etc.

Don't mix personal and work communication

10. Challenges in leadership – Handling failure

How?

Do not self-pity yourself or blame others, accept your level of responsibility

Find your coping skills - pet a dog or have a bath, identify what works for you

Be realistic, find learning points and build on them

No one is perfect and flawless. A project can fail, numbers may not fit and as a leader, you are the one taking the responsibility for such failure. Remember, such fails are important lessons for your future!

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Learn from your mistakes

All humans make mistakes, the skill is to turn yours into learning opportunities

Admitting to mistakes can open dialogue with employees and team members

People will respect you when you are honest and show your humanity

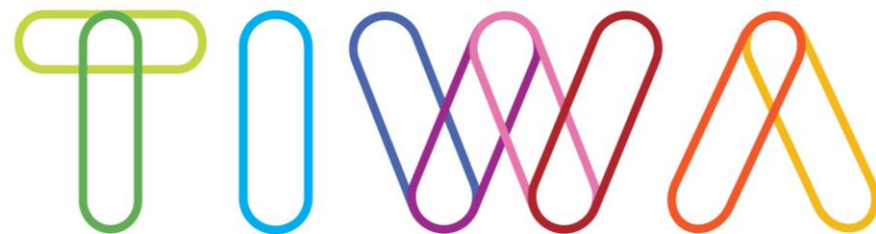Frame mistakes as growth opportunities

Analyze what went wrong and why

Share with others your work/life lesson

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