

## 10 Traits of Top Performing Leaders

### Introduction

What is it that marks those people who consistently perform at a high level and how can organisations successfully develop those who show high potential to high performance.

This packed and practical course identifies the top ten traits from our unique annual survey of organisations globally and offers advice, ideas and information on how to be a top leader.



### Objectives

By the end of this course participants will be able to:

- Identify key strengths and how to make the most of them
- Clarify how they can become more self-directed
- Develop strategies to think better particularly when under pressure
- Determine exactly what it means to work both hard and smart but not necessarily long
- Map their networks and discussed how they could collaborate more effectively with those in the network
- Discuss personal brand, considered how they are considered by others at work and identified steps they can take to align self-perception with that of others
- Define where their passions lie and how to turn passions into drivers of high performance
- Determine whether the results they get are actually the right results for themselves, their line managers and the business
- Find ways to better manage ambiguity
- Develop a practical action plan to consistently apply learning

### Content

A sample of what is covered includes:

#### Trait 10 - KNOWS STRENGTHS AND WORKS TO THEM.

Most successful careers are achieved by people doing what they are good at. Yet ask many to define where their strengths truly lie and they struggle to answer with conviction. Not so High Performers who are not only crystal clear on what they are good at but are expert at putting themselves in situations where their strengths are required.

This session helps delegates identify their core strengths and how they can put them to use in whatever job they do.

#### TRAIT 9 - DEMONSTRATES SELF DIRECTION

Self-directedness is a personality trait of self-determination which includes the commitment to finish what you start, to rise from setbacks, to want to improve and succeed, and to undertake sustained and sometimes unpleasant practice in order to do so. This session uses some of the work by Angela Duckworth in her book Grit to develop the passion and perseverance necessary for High Performance

#### TRAIT 8 - THINKS CLEARLY, PARTICULARLY UNDER PRESSURE

Sir Clive Woodward, stated that the England rugby team failed in the 2015 world cup because a lack of ability to TCUP (think clearly under pressure). In business as in sport

those that maintain poise, control and the ability to make good decisions when the pressure is on stand out from the crowd. Delegates are given a practical exercise that challenges them to think clearly under pressure and then pulls from the exercise some key points to take home and practice with.

#### **TRAIT 7 - WORKS BOTH HARD AND SMART**

The problem with the working hard vs working smart dichotomy is that all too often many frame the choice as one in which they can only choose “hard” or “smart.” Whilst many work by the maxim ‘work smart not hard’ the smart people know to do both without working long. This session picks up on some key principles of Time Management and challenges delegates to change fundamental habits in the way they approach work.

#### **TRAIT 6 - DEVELOP COLLABORATIVE NETWORKS**

Progressively High Performers need to be able to work effectively in and with, a variety of organisations and people that are largely autonomous, geographically distributed, and diverse in terms of their operating environment, culture, social capital and goals.

#### **TRAIT 5. - BUILDS A STRONG REPUTATION**

Many will say that above and beyond anything else your reputation will determine your success. This session looks at building a strong reputation through a practical exercise that develops delegates personal brand. Topics discussed include:

- Authenticity,
- Respect,
- Responsibility,
- Results and
- Visibility

#### **TRAIT 4 - DISPLAYS DRIVE AND PASSION**

Those that epitomise this trait fundamentally understand what drives them and where their passions lie. They then work towards finding situations where they are able to apply their drive and passion to the benefit to themselves and the business.

#### **TRAIT 3 - ACHIEVE REQUIRED RESULTS**

Achieving results is one thing, but achieving the right results is another. This session uses a practical group activity to highlight the importance of clear objectives, effective planning and focused action.

#### **TRAIT 2 - EFFECTIVELY MANAGE AMBIGUITY**

In business you will have to rely on information supplied by others, which may be partial or incomplete. Those that manage Ambiguity well can effectively cope with change and risk; shift gears comfortably and can decide and act without having the total picture. This session challenges delegates with an exercise to test their ability to deal with Ambiguity before opening outcomes up for discussion and idea generation and presentation on the top 10 tips to deal with ambiguity.

#### **TRAIT 1 - CONSISTENTLY APPLIES LEARNING**

The ability to recognise the learning opportunities that present themselves in the workplace and to engage in a process of practise to test and evaluate development on an on going and frequent basis.

This final trait session discusses how we learn, how we can improve how we learn and introduces the 70-20-10 model for learning and development.