

Trafton International Management Consulting Group



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SEVEN ESSENTIAL THINGS TO DO IN THE YEAR TO ENHANCE YOUR SUCCESS AS A LEADER, MANAGER, SUPERVISOR OR ANY LEVEL IN YOUR ORGANIZATION

By Solomon M. Uwadiale, Ph.D

Yes, it's a new year, a new start and a new challenge in your personal and professional growth in 2015! For most of us the New Year brings new beginning and new opportunities to make a change in personal and professional life. Intentional and deliberate efforts will surely enhance our personal and professional success in 2015. As you know change is hard and that's the reason I recommend that you hire a personal coach to help you achieve your goals.

You might be leading others in a new role or have been leading for many years, but the ideas and suggestions presented here is worth considering in order to make you more successful in this coming year.

I invite you to answer the following fundamental questions to appraise where you are now and where you need to go.

Questions:

1. How did I do last year in terms of my goals and objectives?
2. Did I meet or accomplish all the goals I set for myself last year?
3. If not, what will I do differently to be successful?
4. What challenges did I encounter last year?
5. What challenges do I anticipate to be facing this year?

Once you answer those questions above, here are things to do that will help you reach your 2015 objectives:

1. Understanding your role:

The first thing you need to do to be successful in this coming year is to understand your role as a leader and knowing exactly what is expected of you by your boss and the

organization as a whole. Taking the time to understand what is expected of you will surely enhance your success. You need to sit down with your boss to make crystal clear his/her expectations of you and the expectations of the organization. Any misalignment or misunderstanding can create unwanted and unnecessary frustration and agony in your pursuit to be a successful leader.

2. Set personal and professional goals:

Most of us do not realize the power of setting our personal and professional goals. You need to be clear on what you want to accomplish and why. In addition, your goals have to be aligned with your organizational goals. I suggest having a more holistic approach in establishing your goals and objectives for this coming year. That means looking at what you want to accomplish in your role as a leader, what you want to accomplish to support your organizational objectives, and lastly what you want to accomplish on a personal level, including physical health, family relations, financial, spiritual and community. For you to be really successful this year you need to take care of yourself in all these areas.

3. Have a conversation with your boss:

Take the time to understand how to work together with your boss especially how they will like you to present information to them, when to meet on one-on-one to discuss your progress, feedback, required support you will need from them to accomplish your goals and objectives. Remember your boss can play a significant role in your success and your team's success. I find this to be very important in enhancing your success. I have done this throughout my career and especially with a new boss.

4. Build genuine relationships:

Leadership is all about relationships and it is very important to focus on building relationships with the people that are responsible for your success such as your team, your boss, your colleagues/peers, and other departments in the organization, its stakeholders, suppliers, constituents/clients and customers.

5. Leadership competency:

Take the time to identify the additional skills and knowledge you need for performance excellence in your role. That means you should make a list of what you need to learn to improve your competencies as a leader. Find a mentor and coach to help you improve your competency. Next, create a plan for how you will build the needed competencies. Be committed to being a continuous learner.

6. Express your gratitude:

Take the time to express your appreciation especially to those people responsible for helping you to become a better leader. This includes the people who report to you as well as those you report to. Don't forget the friends and associates who have played a part in your leadership development process.

7. Be authentic:

Learn how to be authentic and how to bring people together towards a shared purpose with passion by having solid values that you live by every day. Understand what it

means to lead with your heart as well as your head. Demonstrate self-control and self-discipline. Above all, learn how to balance your leadership effectiveness and your personal life commitments.

Other Resources:

1. 2015 Leadership Development Workshop schedule (Please see attachment)
2. Leadership and Management articles (Starting in February 2015)
3. Leadership Development: one hour bi-weekly leadership development webinars (Starting in February 2015) Please indicate your interest to receive announcements of our upcoming webinars by replying to: sol@trafton-group.com
4. Visit our book store for more resources: www.trafton-group.com
5. Thank you and have a great 2015!

Your Next Move:

Please check out our upcoming Leadership Development Workshops at www.trafton-group.com Click on Conferences/Workshops. We can help! Thanks!

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Solomon M. Uwadiale, Ph.D. is a management consultant, principal of Trafton International Consulting Group, executive coach and global strategist, who consults with Fortune 500 companies as well as public sector enterprises to help develop integrated leadership strategies that positively impact business practices throughout the organization. He partners with organizations to be more efficient and effective to increase their bottom-line (profit) Solomon has more than 25 years of experience working with both private and public sector organizations, domestically and internationally. He is the author of *Public Leadership: How Public Leaders Achieved Extraordinary Performance Results and The Rules of Engagement*. You can contact Sol through e-mail: sol@trafton-group.com or visit his website at www.trafton-group.com.