



CORAGGIO
FEARLESS OBJECTIVE ADVICE

TOP LEADERSHIP DEVELOPMENT TRAITS FOR BUSINESS OWNERS

Thought Leadership Article



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Successful leaders are the driving force behind all of the great global businesses. Great leaders recognise the strength of their leadership is built on their ability to adapt to evolving circumstances and know how and when to seize opportunities amid a changing landscape.

As the world economy continues to become increasingly unpredictable, some of the most prominent business leaders have stood out from the crowd. This exclusive group of outstanding leaders, routinely exhibit common qualities and characteristics, enabling them to flourish during challenging times.

Assessing a culmination of qualitative and quantitative research articles, Coraggio has cherry-picked the following 11 leading superlative attributes exemplary in conveying what it takes to be an effective and therefore successful business leader in today's ever-changing society, incorporating:

Decisiveness, Patience, Focus, Confidence/Courage, Resilience/Perseverance, Integrity, Innovation/Creativity/Inspiration, Empathy/Emotional Intelligence, Accountability/Responsibility, Humility, as well as being open to Coachability.

Cited by one of Australia's leading entrepreneurs and Coraggio Chair, Brad Seymour,

"Leadership isn't about popularity, it's about authenticity and passion to deliver what needs to be done even during the tough times. Leaders don't simply delegate, they assess, they consult, they decide and they drive along with and for their teams. Being a leader isn't about having all the answers, it's about having the strength to ask all the right questions.

Leaders are the rock in stormy times, they are the spark that sets the flame of progress, they are the champion of change and they are the one that takes a step back to enable their teams feel the praise when it all works out."



1. Decisiveness

As Winston Churchill cited *timing is the difference between comedy and tragedy*, therefore an effective leader needs to identify how to make the right decisions at the right time to the right people, swiftly and confidently. Decisiveness is not being closed off to other suggestions, on the contrary, it is maintaining confidence and open-mindedness by listening and considering other people's recommendations, insights and opinions.

The ability to be decisive may reflect the difference between pushing forward and trading through tough times or folding under pressure. Demonstrating a decisive disposition exemplifies quality leadership, particularly making the right decision, not necessarily the easy decision!

CORAGGIO'S PRACTICAL TIP:

Learn to say “No” and acknowledge it is also OK to say “Yes” by intelligently evaluating and mitigating risk.

2. Patience

Any leader would advocate the road to success is long and winding, particularly during times of uncertainty and dealing with problematic situations within complex business dynamics. To endure these constant battles, patience is required. Leaders who are not patient will feel the pressure and stress of their job and typically lose control of their emotions illustrating they may make ineffective, illogical and irrational decisions.

Creating success takes planning, therefore, staying stoic to the vision even during times of adversity requires stability and significant, measured patience.

CORAGGIO'S PRACTICAL TIP:

Patience can be practiced by executing a conscious effort to remain patient at all times, whether it be as a result of small or large inconveniences causing any frustration. Instead stay calm and observe your progress and adapt accordingly.

3. Focus

Start with the end in mind by concentrating on the end-game with a laser-like focus. Effective leaders know how to prioritise tasks, assess likely outcomes and harness the ability to focus.

The strength is to eliminate unnecessary distractions by recognising and focussing on continual progress. Strong leadership demonstrates maintaining the “eye on the prize” and to remain flexible handling unexpected obstacles and challenges, afterall, distractions are a businesses’ greatest saboteurs.

“Where focus goes, energy flows”.

Tony Robbins

CORAGGIO'S PRACTICAL TIP:

Prioritise and remember larger projects may involve greater assessment of several smaller tasks.

4. Confidence / Courage

Effective leaders are required to make effective decisions daily with compassion and confidence, therefore courage is critical when addressing challenging situations. A courageous leader is confident, decisive, assertive and a team player exhibiting emotional agility and resourcefulness.

Non-verbal linguistics represent more than half of human communication and effective leaders initiate the right intonation and delivery to inspire others, because people recognise and wish to embody authority and confidence.

CORAGGIO'S PRACTICAL TIP:

Rid yourself of the fear of failure by implementing intelligent, calculated risks.

5. Resilience / Perseverance

Respected business leader and Coraggio Chair, Campbell MacKintosh, cited,

"A business leader needs to possess certain personal character traits to be successful. No.1 is their passion for what they do, No.2 they have a clear vision on where their business is heading, No.3 they are persistent and determined to achieve their vision no matter what hurdles come their way."



Historically amongst our greatest leaders, perseverance is critical and with this endurance is resilience. Recent changes in our economic environment results in higher daily stress levels for executives and private business owners.

The American Psychological Association defines resilience as *"the process of adapting well in the face of adversity, trauma, tragedy, threats or significant sources of stress"*. The true testament is remaining committed to your vision and goals regardless of external or internal challenges.

CORAGGIO'S PRACTICAL TIP:

Carve Out Quiet Time - even a two-minute period of quiet time in the morning will better prepare for the day ahead by setting priorities regarding what needs to be addressed initially.

6. Integrity

Integrity should not be forced or reliant on a title – however by earning people’s respect by acting and behaving appropriately. Integrity is demonstrated when you stand for something bigger than yourself and set a precedent within the culture of the business by leading by example.

After all, a company’s culture is a direct correlation of its leaders within senior management establishing a set of standards guiding expected actions, highlighting the right behaviours.

CORAGGIO’S PRACTICAL TIP:

To instil a culture of integrity it is best to lead employees with enthusiasm and the best way to cultivate company culture is to embody the same characteristics expected of others, demonstrating on a daily basis authentic commitment.

7. Innovation / Creativity / Inspiration

Building a profitable company isn’t the hard part. What’s challenging is maintaining a company profitable over the course of several decades and the ability to come up with new and innovative ideas that propel a business forward.

Great entrepreneurs, founders, and leaders inspire teams to perform on a high level daily. An effective leader identifies a unique value proposition to retain leading marketshare.

CORAGGIO’S PRACTICAL TIP:

Innovation and inspiration is required to create a competitive advantage, whether in the form of a new product or a new way of doing things. Be amenable to recommendations and suggestions. Hold brainstorming sessions and allow your team to lead the discussion.

8. Empathy / Emotional Intelligence

Leaders who are self-aware harness empathy and this is an effective required leadership characteristic. Being perceptive to people’s emotions including employees, clients and stakeholders, significantly influences outcomes. Valuing individuality is likely to result in a highly engaged, motivated and productive team.

As Forbes reports, the Army Field Manual on Leadership Development states repeatedly *that empathy is essential for strong leadership. When you’re able to see another person’s perspective, you’re able to predict the effect your words and actions will have on them. Without empathy, the reverse happens and you risk alienating the very people you’re attempting to create connections with, whether they’re your customers, employees, colleagues or competitors.*

Additionally, effective leaders require a level of emotional intelligence as a “must have” leadership trait to remain aligned with your core inner strengths and enhance your perceived approachability and personability.

CORAGGIO'S PRACTICAL TIP:

Actively listen, whilst observing from non-verbal gestures during conversations. This will assist to comprehensively understand situations and derive an accurate, relatable and synergistic response.

9. Accountability / Responsibility

Leadership accountability means adopting responsibility for any outcomes and this accountability is a commonality trait strong leaders possess. They have confidence in their team's performance, duties and responsibilities. Successful managers know how to use power and authority appropriately without overwhelming or overpowering employees. Effective leaders hold themselves accountable and take responsibility for their own mistakes—and expect the same of others.

Great leaders take more than their share of blame and less than their share of credit, which creates a culture of trust and humility amongst teams within a supportive community, encouraging those around you to also embrace their strong leadership attributes.

CORAGGIO'S PRACTICAL TIP:

Regular one to one catch up sessions to discuss performance and align with employees and, if there is a performance issue, address in a timely manner.

Powerful leaders have a clear sense of purpose and are able to navigate their teams in the right direction, encouraging those around to embrace their inert strong leadership attributes as well.

10. Humility

Humility is a leadership quality that differentiates the great leaders from the good leaders, because being humble and modest cannot be faked.

Lazlo Black, a Senior Vice President for Google cited that he looks *not just for humility however intellectual humility in people he hires*. He further points out that you cannot learn without humility.

Humble leadership is about letting people know your focus is to support them towards reaching their goals and in turn, facilitate an environment of stewardship where team members independently learn to think for themselves and contribute their own ideas.

Coraggio's CEO, Richard Skarzynski cites,

"It is the teach a man to fish analogy, by creating a listening platform to facilitate solutions and guide them towards effective outcomes. Inspiring people to become the best version of themselves not only enhances their personal development, it heightens employee morale and company productivity."



Promoting a safe and confidential environment to ignite an insatiable curiosity fuels teams' desires to grow along the learning continuum with a healthy determination to push forward.

A true visionary remembers that regardless of any external or internal changes by recognising what may have worked in the past may not be the most effective strategy amid a new landscape.

In essence, all leaders if they are going to be effective, need to be flexible, try new approaches and ideas and be coachable!

CORAGGIO'S PRACTICAL TIP:

Practice being adaptable and agile as you implement new strategies, enabling your business model to evolve.

11. Coachability

Leaders are willing to make sacrifices, evoke strong discipline and a commitment to excellence, as well as accept accountability without playing the blame game.

The key to improving your business is eliminating the bad and doubling down on the good to future proof and provide your business a sustainable competitive edge.

But, how do you achieve this?

It's simple – accessing some of the best business minds and drawing collectively on the combined industry experience, filling skill gaps in your knowledge and receive impartial, insightful advice.

Enhanced supportive learning experiences from key opinion leaders and industry keynote speakers, are proven methods for becoming one of the best leaders for tomorrow.

Peer to peer mentoring generates new alliances, engages potential clients/customers, business partners, suppliers, stakeholders and constituents, whilst guiding you within a confidential and collaborative environment.

CORAGGIO'S PRACTICAL TIP:

Anything you can learn by yourself you can learn faster guided by a plethora of experienced industry leaders facilitating you empathetically with *Fearless objective advice!*

We encourage you to leverage Coraggio's support system and capitalise on our give-and-take dynamic amongst people who have walked the path before.

Afterall, in the words of Henry Ford

"If everyone is moving forward together,
then success takes care of itself".



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Coraggio Advisory Boards provide a confidential environment to share your challenges, stress test your planning and advance your strategic decision making.

Touch base with our Advisory Board Development Team to find out more.



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