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Leading the way

Workbook

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IMPACT THAT
MATTERS
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Introduction

This workbook is for you to use to support your learning and development in leadership and learn how you can lead the way.

Here you'll find short exercises, helpful information and space to record your reflections.

It can be a valuable resource to revisit and add further learning and insights.

We hope you enjoy the session!

Contents

Leading the way An overview	3
The traits of a good leader	4
Good and bad leaders	5
Leadership Scenario	6
Leadership top tips	7
Lead the way you want to be led	8
The benefits of leadership	9
Next steps	10
Summary and further links	11
Reflections and insights	12-14

Leading the way - An overview

Leadership is a dynamic process that involves guiding and inspiring others towards shared goals. It isn't about a title; it's about embodying certain qualities and behaviours that empower and motivate those around you.

Successful leaders inspire others through their actions, fostering trust, respect and collaboration. They set a positive tone, clear expectations and lead with integrity.

Leaders who lead the way inspire trust and foster productive environments that encourage engagement, spur innovation and improve outcomes.

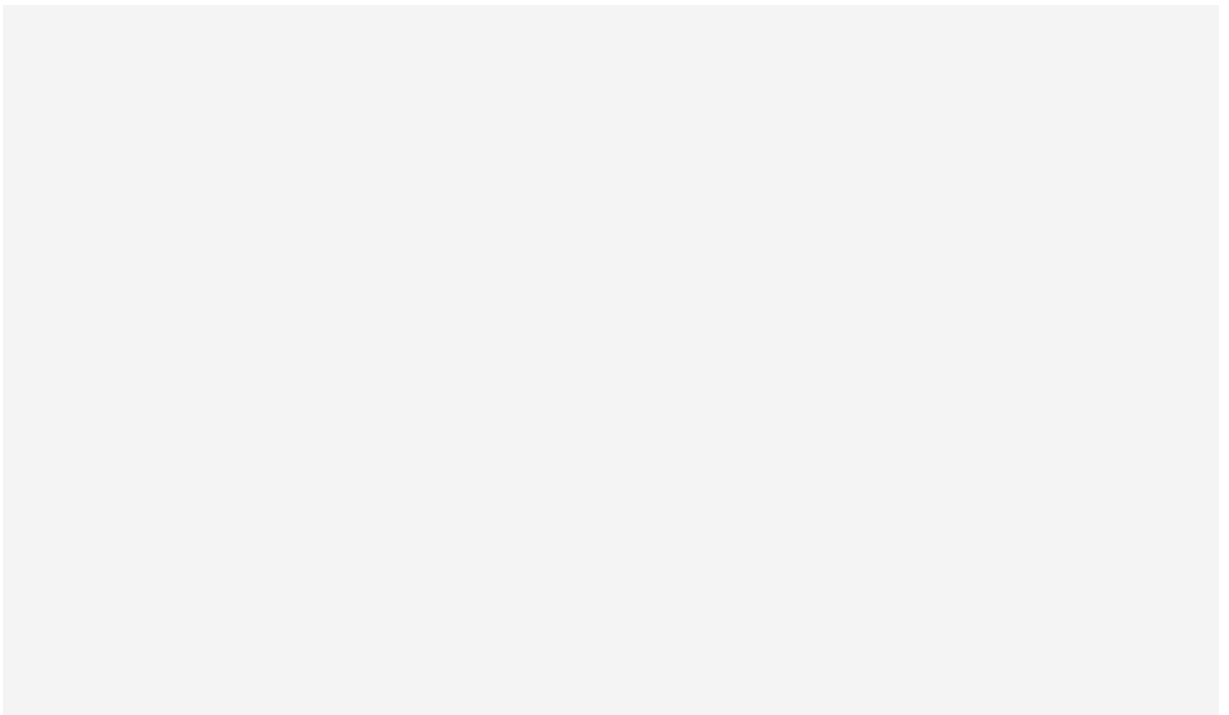
Why is leadership important?

The traits of a good leader

An inspirational leader will exhibit many great qualities to make an impactful difference. Here are a few admirable traits:

- Integrity
- Respect
- Empathy
- Self-awareness
- Positivity
- Communication
- Courage

What other leadership traits can you think of?

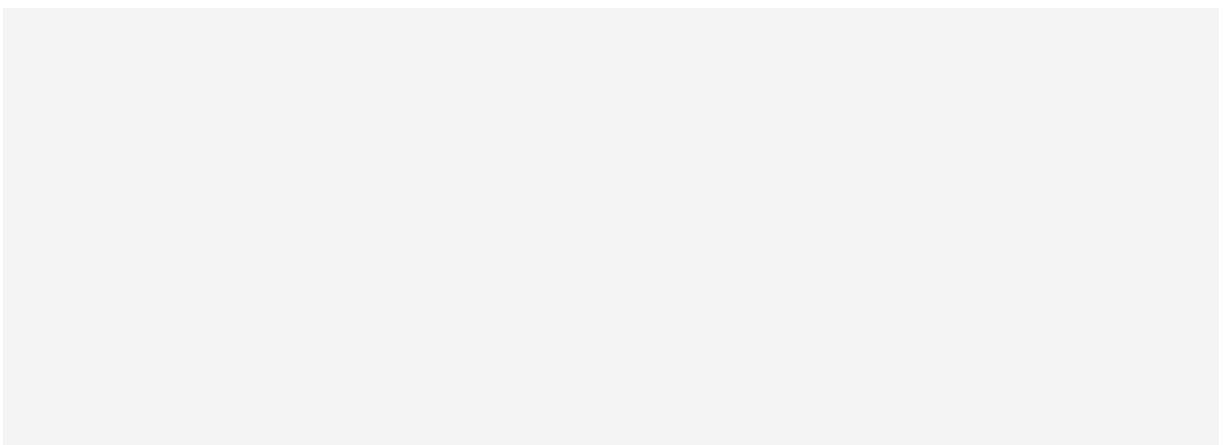
A large, empty light gray rectangular box, likely intended for a user to write down additional leadership traits.

Identifying good and bad leaders

Effective and ineffective leadership have impacts on teams. Here are a few of the differences:

1. Vision vs Self-interest – Good leaders prioritise the team's success over personal gain.
2. Growth mindset vs Fixed mindset – Good leaders seek opportunities to learn, improve and develop.
3. Accountability vs Blame: Effective leaders take responsibility for their actions and decisions, creating a culture of accountability.
4. Inspiring vs Demoralising – Great leaders inspire their teams through positive attitudes, optimism and a shared sense of purpose.
5. Empowerment vs Micromanagement – Good leaders empower their teams by delegating tasks, trusting their abilities and offering guidance where needed.

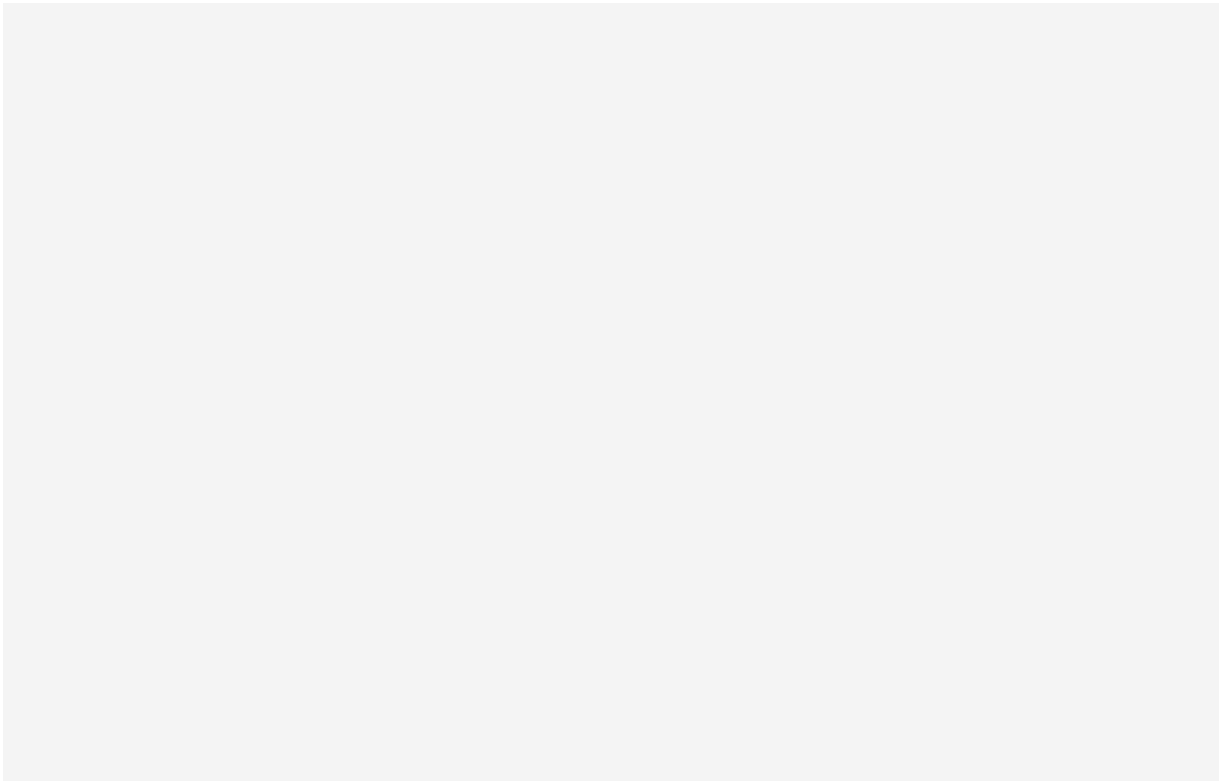
Reflect on a time when you had a leader, what did they do well and what could they have improved on?



Leadership | Scenario

You're leading a team on a project with a tight timeline, and the team is working hard to complete it. However, new challenges arise from the client, putting more pressure on completing the project by the deadline.

How would you keep your team motivated and inspired under this pressure? What leadership traits could you use?



Leadership top tips

1. **Lead by example** – demonstrate the behaviours and values you expect from your team.
2. **Effective communication** – Communicate expectations, goals and information.
3. **Empower**: Trust your team with responsibility and empower them to make decisions.
4. **Adaptability**: Be flexible and open to change.
5. **Stay positive**: Keep a positive attitude even during more challenging times.
6. **Recognise achievements**: Recognition boosts morale and motivation.
7. **Continuous learning**: Stay updated on industry trends and leadership practices.
8. **Lead with purpose**: Help your team understand the purpose of their work.

What other leadership tips have you come across?

1.

2.

3.

4.

5.

Lead the way you want to be led

Leading by example empowers others to unlock their potential. Leading as you wish to be led inspires others to emulate your behaviour, attitude and work ethic. You're guiding through the impactful force of your actions.

You should treat others how you want to be treated if you were in their position. This approach fosters a positive and respectful environment, leading to better communication, collaboration and performance.

Remember, effective leadership is about adapting your approach to the needs of your team while staying true to your core values and principles.

List six ways you would want to be led by others.

1.

2.

3.

4.

5.

6.

The benefits of leadership

Strong leadership benefits individuals, teams and organisations, improving performance, growth and success. Here are a few of the benefits:

- Creativity and innovation
- Long-term success
- Positive work culture
- Higher engagement
- Employee development
- Improved performance
- Enhanced communication
- Inspiration and motivation

What are your leadership strengths?

Where do you need to develop your leadership skills?

Next steps

1. Revisit your workbook once a month, or every two months, to check in and reflect on your skills.
2. Research good leaders to develop your leadership skills, and consider how to incorporate them into future collaborations and teams.
3. Ask others for feedback on your leadership skills, where you could improve, and where you are already leading the way effectively.
4. Look at other skills to enhance your leadership skills like communication, emotional intelligence, and collaboration.
5. Practice, practice, practice.

What are you going to do to improve your leadership skills?

1.

2.

3.

Summary

“Be the change you want to see”.

– Gandhi

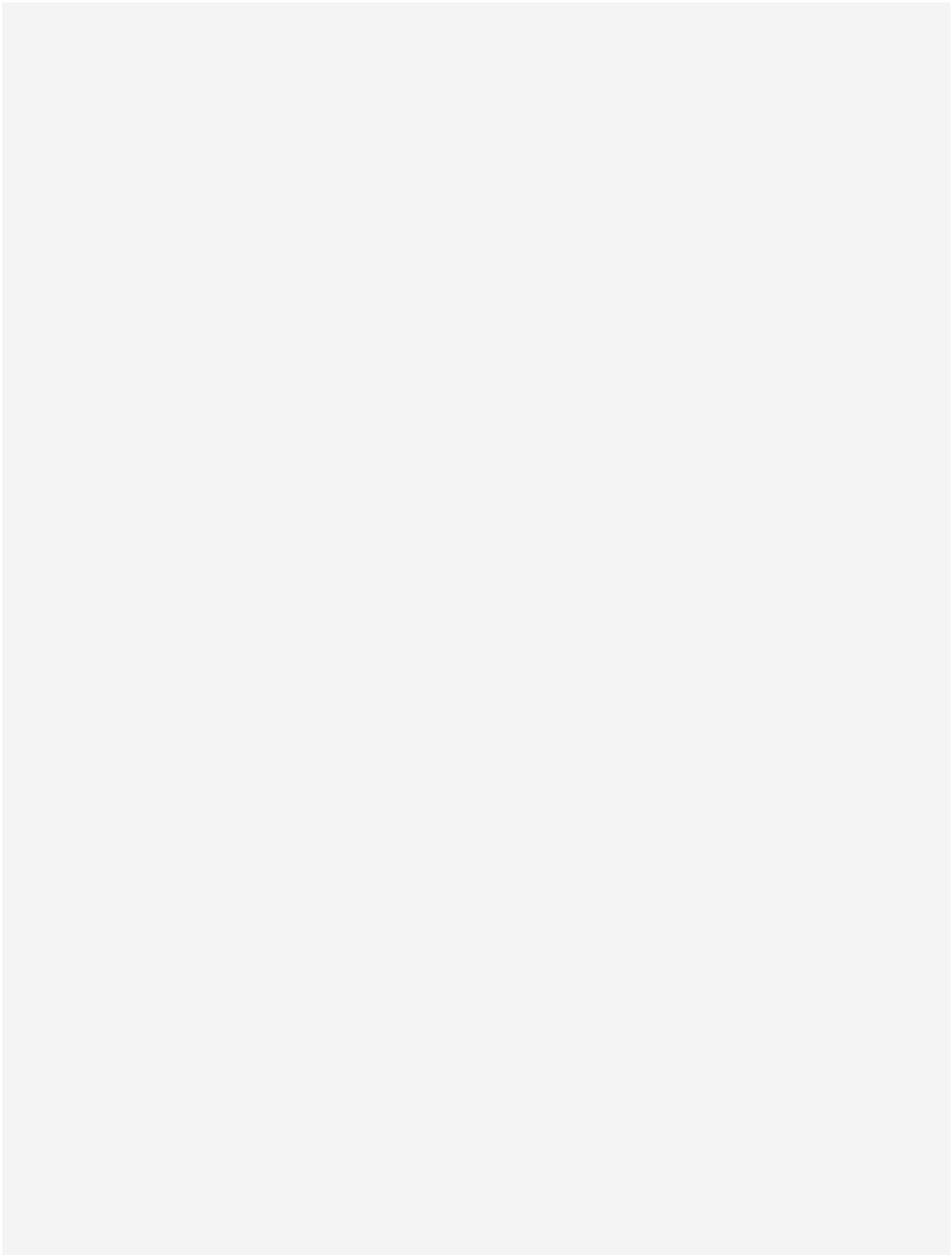
Your values, actions and choices shape the way you lead and influence others. Through inspirational leadership you can make a difference to the growth of others and inspire positive change in the world.

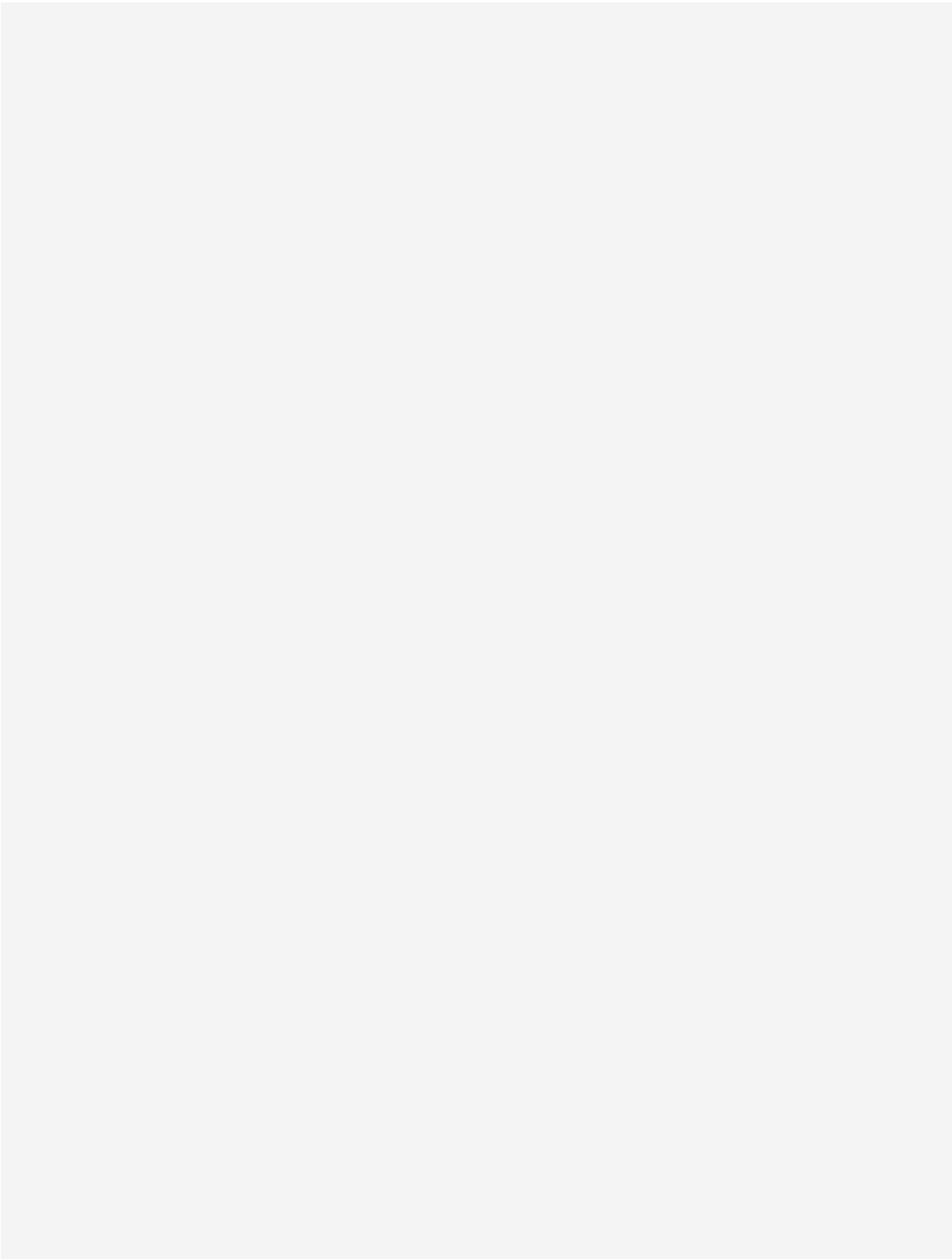
Leaders build trust through the authenticity of their actions.

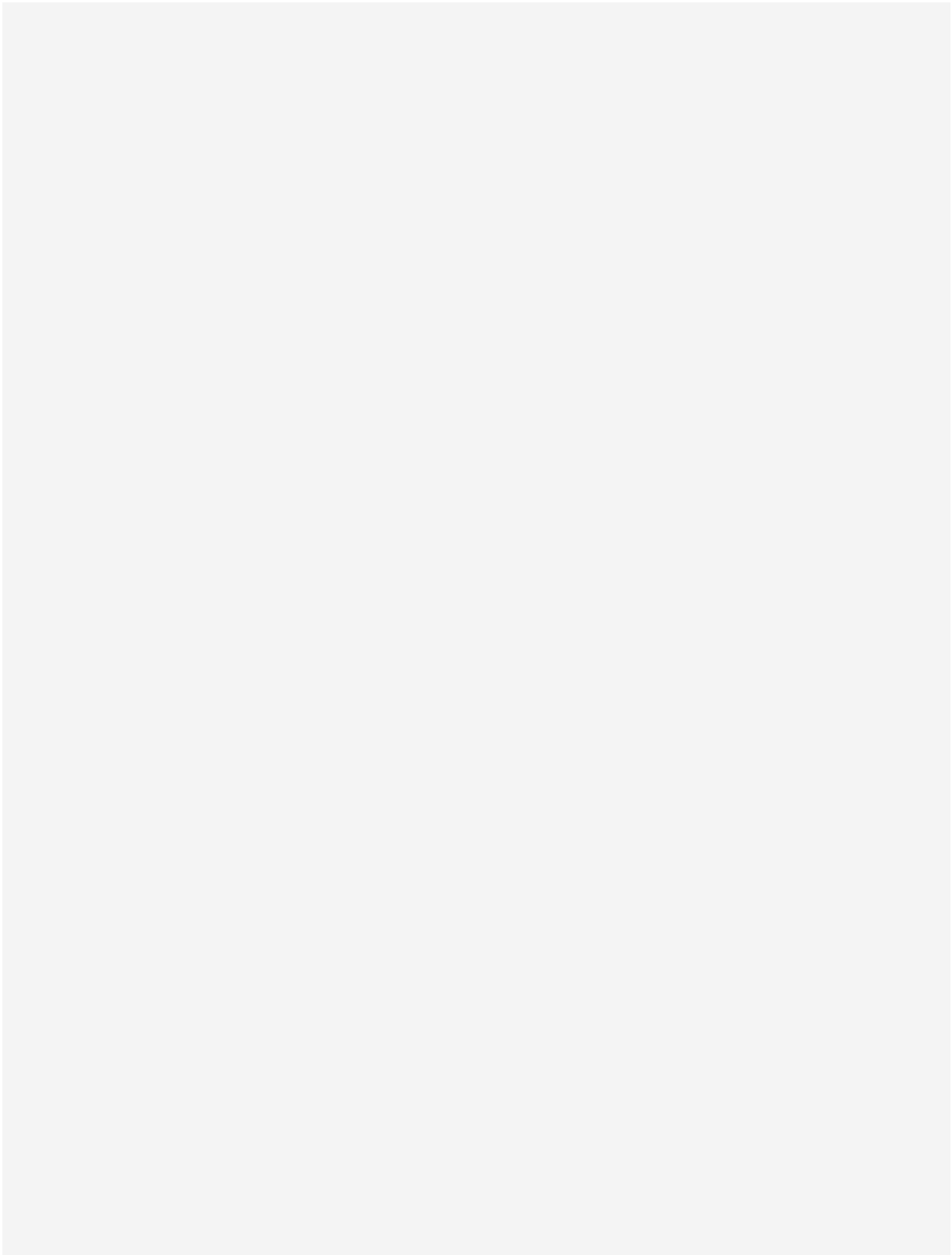
Embrace your role as a leader, lead with purpose, inspire and guide others towards a successful future.

Further links

- [Careers at Deloitte](#)
- [Our programmes](#)
- [Our events](#)
- [Frequently asked questions](#)
- [Dot the Bot \(ask a question\)](#)







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