

#### WHAT YOUR FOLLOWERS WANT YOU TO KNOW....

We followers will tend to develop characteristics, responses and reactions based on your leadership (or lack of it). If there's a problem with us, then there is usually something you can do about it. If you want us to be more productive and valuable to you, then help us 'step up'.

Some leaders say it's difficult: "They're not ready for the responsibility", is a common concern. But here's the challenge... **Are THEY not ready - or are YOU not ready?**

As a leader, you are supposed to get things done through others. You are supposed to engage, motivate, challenge, inspire and support. You are supposed to create the next leaders.

The reason you don't trust someone in your team to step up - or feel uncomfortable delegating to, is almost certainly contained within one, some - or even ALL of the following areas.

**COMPETENCE:** In terms of ability to technically DO the job... CAN they? Are you the leader or manager of someone who is currently unable to do the job... or they simply don't know how? If so, what will you do to redress this issue? **Instruction, direction, training.**

**CONSISTENCY:** Can they do the job to an appropriate standard and timescale EVERY time you ask them? If they can't, then what might be in the way? What will you do to enable or resource their being able to perform every time? **Encouragement, allowing practice & failing.**

**COMPLETION:** Does the person you want to trust fail in the peripheral tasks? Do they recognise the impact of the task in other areas and so ensure these issues are solved? My example is: "*Whilst I can see you are able to make an omelette, you must also clear up the kitchen!*" How will you, as the leader, help them to complete the task more fully? **Supervision, mentoring, practical support.**

**CONFIDENCE:** However competent and consistent someone might be in completing their task, if their confidence is missing then they might always question themselves (and you!) and look for reassurance. What is the leader's role in creating confidence in their charges? **Acknowledge, praise, reward, pride.**

**CAMARADERIE:** However well someone performs, if they negatively affect the team then their behaviour must come into question. To 'play nicely' with others is a vital component of organisational excellence. What can the leader do to promote teamwork and mutual respect in their teams? **Team building activities, opportunities to work together.**

**COMMITMENT:** If they can do all the above, they are a valuable member of your team! How can you, as their leader, be sure that they want to stay and do it with YOU - rather than take their skills elsewhere? Excellent **Leadership, treating them right (challenge coupled with appropriate support).**

**These are the six 'C's of leadership.**