

Coach your leadership “muscle”

Ever wondered who is the most important person in an orchestra?

The Maestro or the conductor of the orchestra.

What do we see the Maestro do? The Maestro unifies the performers, set the tempo, shapes the sounds of the ensemble and controls the interpretation and pace of the music. Outcome is great symphony.

A leader excels when multiple traits are working in unison. He has to bring Integrity, Communication, Empathy, Decision Making, Courage, Influence, Learning ability and Listening ability to the table working in an ensemble. These traits are the "muscle" that help him perform.

'Leadership position is not a bed of roses'. Leaders experience peaks and troughs in their careers that create continuous strain to the “muscle” and could lead to undesirable stress that can be detrimental to the individual and the organization.

The Coach is the maestro here. The Coach helps the leader unearth, unlock and unleash the hidden potential to build that "muscle". The Coach orchestrates with the leader and helps in creating the "muscle" that eventually is a symphony to the person and organization.

The word symphony is derived from the Greek word **symphonia** in reference to notes sounding together in harmony and by extension meant an “ensemble”. The word implies a pleasant concord of different notes and has been used in fields other than music to denote a pleasing combination of various elements.

Leadership is not a position but a choice.

There are a number of leadership styles and the concept of “One size fit all” leadership style does not hold good. An effective leader uses his well-trained “muscle” based on a particular situation or scenario. The ability to flex the right muscle according to the situation is an attribute of



a great leader. It is important to note that many of the leadership traits mentioned earlier will be suppressed and others will get enhanced to achieve the right outcome for that situation. This is the symphony that we are referring to.

A sneak peek at what the traits mean...

Creativity: The use of imagination or original ideas to create something new. Leads to Innovation

Listening ability: The ability to accurately receive and interpret messages in the communication process.

Empathy: The ability to identify and understand other people's emotions.

Positive Influence: The power to have an important effect on someone or something.

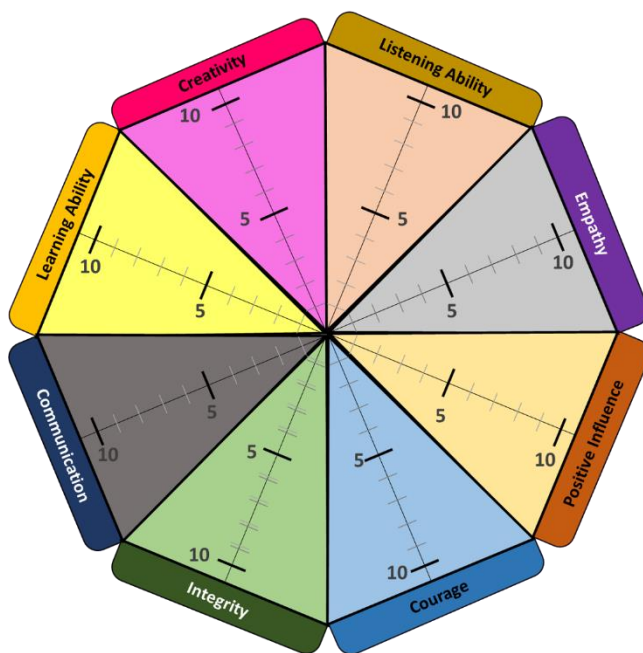
Courage: The ability to push through uncomfortable situations. Willing to make difficult decisions and do not back down when the going gets tough.

Integrity: This refers to being honest, trustworthy and reliable. They own up to their mistakes instead of hiding them or blaming others.

Communication: The ability to say the right things in a powerful way to mobilize people and deliver results.

Learning ability: The ability to constantly learn new things that keeps the mind sharp and skills fresh.

How do you fair in these leadership traits.? Use the **Leadership Traits Wheel** to find out.



As a first step, conduct a self-assessment by ranking each of the traits on a scale of 1 (low) to 10 (high). Draw a line across the segments and evaluate the highs and lows in your leadership traits.

More importantly conduct a 360° assessment with your supervisors, peers and your team.

Engage with your coach to analyse and prioritize areas that you need to get coached to build the leadership "muscle".

"Start building you leadership muscle and enjoy the symphony"