



WHAT TO DO at Various Leadership Levels to Build Highly Engaged & Productive Teams!



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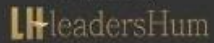


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WHAT TO DO?

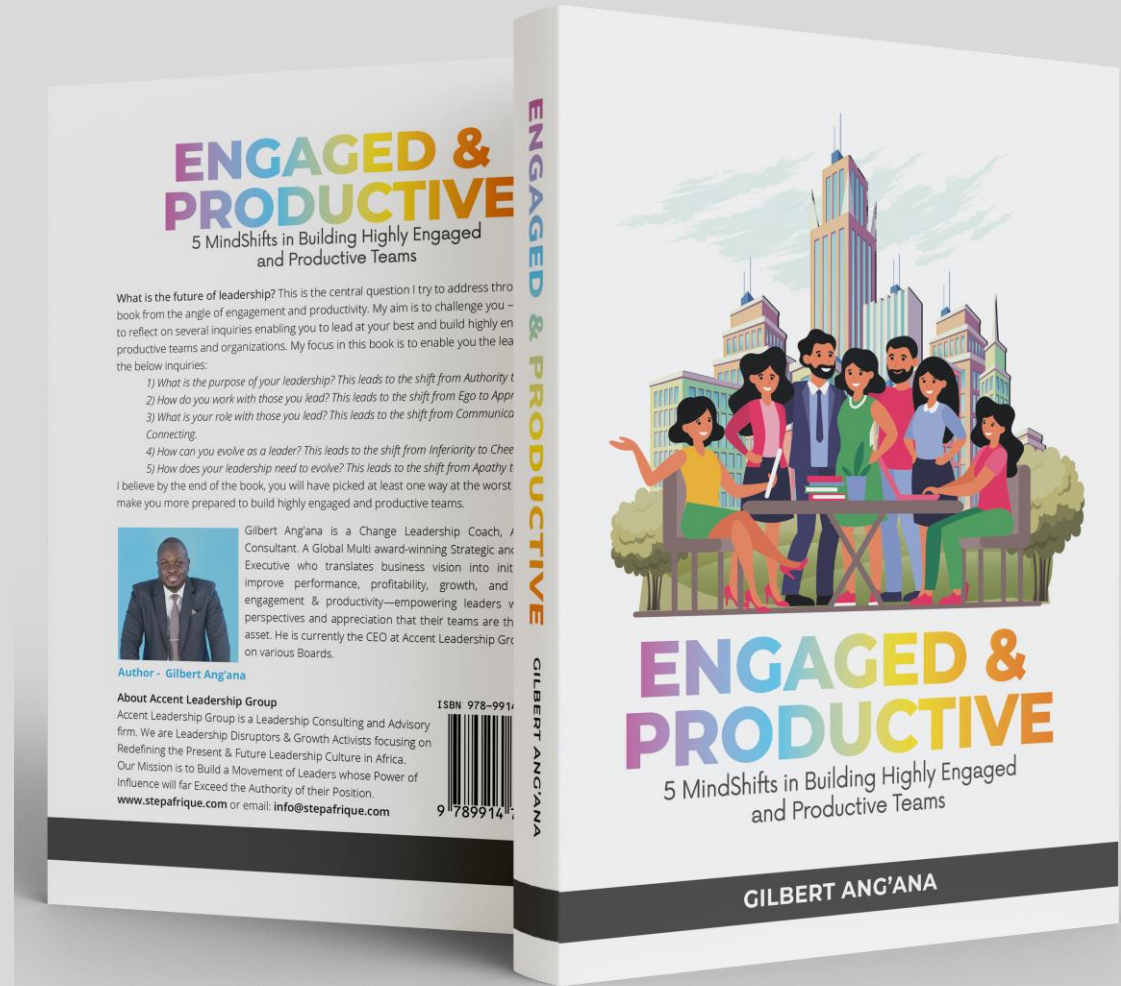


In the next sections of this booklet, I share an overview of **WHAT TO DO** in four specific leadership levels/stages (Emerging Leaders, Developing Leaders, Experienced leaders, Executive leaders) to enable the leaders building highly engaged and productive teams (apologies if I missed out any leadership level). Don't discard if you are not in the highlighted leadership levels, share this booklet with someone who is. This isn't a complete list, but I do believe the information shared is helpful in enabling leaders at these levels build highly engaged and productive teams. I share synthesized perspectives from my book "Engaged & Productive". Get the book at <https://stepafrique.com/engaged-productive/> for detailed cases and actionable next steps.

EMERGING LEADERS

Highly engaged and productive organizations know that long-term success of their organization requires a talent pool of highly engaged emerging leaders who can help build, secure, and sustain the organization's competitive edge.

Understanding WHAT TO DO to build highly engaged and productive teams prepare emerging leaders to practice essential leadership values and behaviors that will enable them become more effective influencers who can contribute to organization's sustainable success.





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WHAT TO DO?

1. **Evaluate your current leadership status:** This enables you to understand where you are as an emerging leader and your ratings of essentials leadership values and behaviors critical for your next stages in leadership and provoke a shift.
2. **Develop a leadership action plan:** An end-to-end view of your next level leadership. This entails exploring the capabilities, competencies, and behaviors required for your next level and how they all interrelate to enhance your effectiveness. And develop actionable execution steps.
3. **Focus on Personal Change:** Develop the self-awareness and emotional intelligence of next level leader. Identify what needs to change within you. Foster acceptance, receptiveness to change, and a positive mindset.

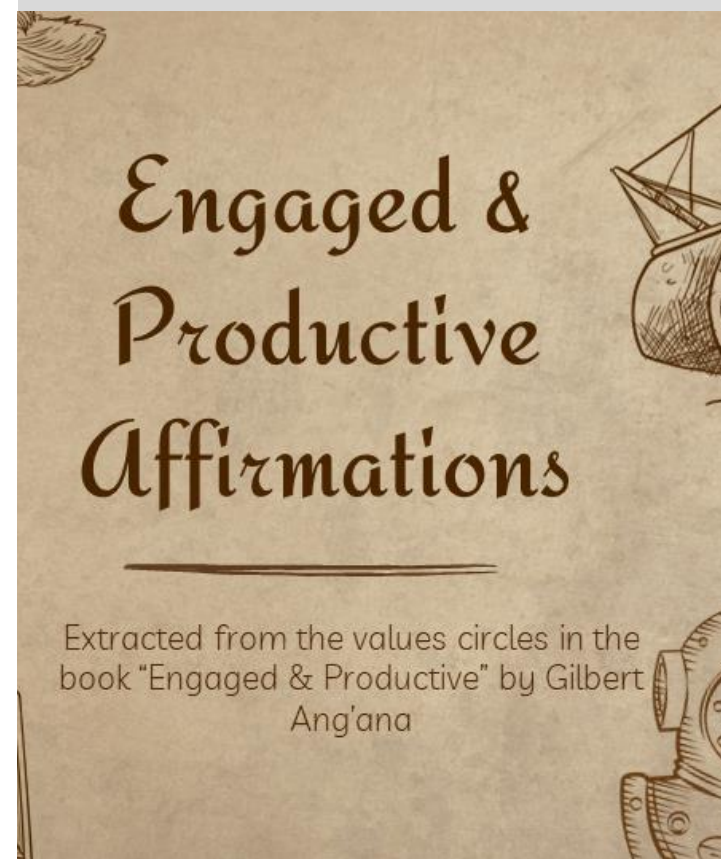


DEVELOPING LEADERS

Today's organizations need leaders who can find their best leadership approach and maximize everyone's contribution (productivity) to the success of their organization. This entails leader's ability to go beyond communication and drive organization's vision, strategy, change, and sustain a highly engaging culture.

While most developing leaders are aware of these, few are able to effectively maximize their potential. Exploring the nature of your leadership and collaboration will enable you acquire new abilities to create the conditions that drive your team to be highly engaged and productive and thrive in a diverse environment.

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PRODUCTIVE 5 MindShifts in Building Highly Engaged and Productive Teams

What is the future of leadership? This is the central question I try to address through this book from the angle of engagement and productivity. My aim is to challenge you - the leader to reflect on several inquiries relating you to lead at your best and build highly engaged and productive teams and organizations. My focus in this book is to enable you the leader answer the below inquiries.

- 1) What is the purpose of your leadership? This leads to the shift from Authority to Influence.
- 2) How do you work with those you lead? This leads to the shift from Appear to Appreciate.
- 3) What is your role with those you lead? This leads to the shift from Communicating to Connecting.
- 4) How can you evolve as a leader? This leads to the shift from Inflexibility to Open-minded.
- 5) How does your leadership need to evolve? This leads to the shift from Apply to Inspire.

I believe by the end of the book, you will have picked at least one way at the board that will make you more prepared to build highly engaged and productive teams.



Author - Gilbert Ang'ana
About Accent Leadership Group
Accent Leadership Group is a Leadership Consulting and Advisory firm. We are Leadership Disruptors & Growth Advisors focusing on Redefining the Present & Future Leadership Culture in Africa. Our Mission is to Build a Movement of leaders whose Power of Influence will far Exceed the Authority of their Position.
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ENGAGED & PRODUCTIVE
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WHAT TO DO?



- 1. Lead for results:** At this stage, your focus should be in leading in ways that consistently increase your team's impact by maximizing their engagement and productivity. This can be done by recognizing and rewarding your individual team members contributions, inspiring them to be innovative in their contribution and take risks, and not always play by the rules.
- 2. Drive effective collaboration:** This entails your ability to foster productive conversations in your team. Model to your team the behaviors needed to build bridges and bring team synergy. Encourage an inclusive team by developing and maintaining an environment of mutual respect, trust and reciprocity.
- 3. Build personal and professional network:** At this level of leadership, its a great asset when you connect and work closely with next level leaders from various backgrounds as your mentors and sounding board. Building such diverse leadership relationships can provide wide-range insights into your leadership challenges and prepare you well for next level leadership.

EXPERIENCED LEADERS

Uncertainty and change are relentless challenges for experienced leaders. How can experienced leaders make and sustain the right strategic decisions and leadership choices amidst the many leadership dilemma toxic masculinity, systemic inequities, globalization, rapid technological shifts, and evolving social norms?

As an experienced leader, the key focus is to learn how to consistently manage these uncertainties by honing contextual intelligence and understand the environmental dynamism and forces influencing your team's productivity and organization's success.

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Congrats!

Gilbert Ang'ana

CEO Accent Leadership Group

Thank you for your excellence & selfless heart in coaching. You are an inspiration.





WHAT TO DO?



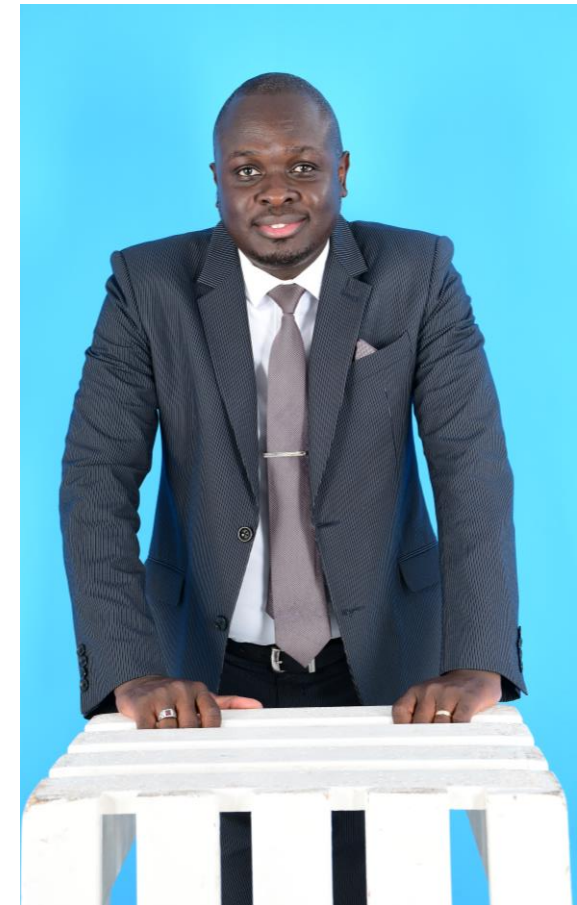
- 1. Strengthen your leadership:** It's critical at this level to evaluate your leadership style to understand how you show up in your team, minimize attributes that hurt the team and leverage your leadership strengths to drive higher engagements. Create an environment that brings out the best in your team by building your self-awareness and identifying new opportunities to enrich your leadership approach.
- 2. Build contextual intelligence:** The business environment is a combination of VUCA (volatile, uncertain, complex, and ambiguous) with leadership dilemma (systemic inequities, toxicity, climate anxieties etc.). You need to be able to analyze how the environmental dynamism influences your team's engagement and eventual organization's competitive edge and inspire your team to higher productivity by infusing a sense of purpose.
- 3. Build personal versatility for change:** This calls for you to discover new ways to lead team and organization-wide change by identify the essential factors that are a stumbling block to change leadership, enhance the adaptability of your team and find ways of addressing resistance to change.



EXECUTIVE LEADERS

Stakeholders demands in contemporary organizations have risen. As a senior or executive leader the expectation is to evolve your scope of responsibility, drive more than just profits, and lead as a great 'human' leader.

At this stage the focus is to strengthen your purposeful capacities and develop into an authentic leader who can step up to more challenging roles and lead effectively in this new era. You need to build new approaches on how to drive business around a noble, meaningful and credible purpose beyond just making great profits.





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WHAT TO DO?

- 1. Focus on purposeful transformation:** This level requires a change in the way you think about your role as a leader. Aim to be a leader guided by a greater purpose, a set of values, and key leadership principles. Leverage your motivations as you work to align your organization around a purpose.
- 2. Promote leadership flexibility:** Evaluate how your leadership styles fits into your team characteristics when driving change. The goal is to strive to make better judgements and decisions on change initiatives with insufficient information.
- 3. Find your authentic leadership path:** Stand for integrity even through difficult and pressure-filled challenges. Regardless of various scenarios, build your adaptive skills while remaining true to your values and purpose. Strive to be an empowering leader who fosters effective teamwork and helps others across the organization realize their leadership potential.



WHAT NEXT?



- ❖ Get the Engaged and Productive Book for details of the 5 Mindshifts in Building Highly Engaged & Productive Teams.
- ❖ Register for the Engaged & Productive Leadership Masterclass to learn and connect with other leaders.
- ❖ Enjoy Free tools that will help you develop into a more engaged and productive leader.

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