

What Is Your Leadership Language?

Four team leaders walk into a conference room (that sounds like the beginning of a corny joke doesn't it?) and they're tasked by their boss to solve a problem...

The first leader orders her team together and says, "This is the problem we have to solve. Here is what you need to do, how you need to do it, and when you need to do it by." After telling everyone what to do the leader asks, "Any questions?" as she walks out of the room before anyone can ask anything.

The second leader sends an email out to his team saying, "I know you're busy, and I hate bothering you, but can you let me know when you're free today to meet? We have a project and I need your help. I'm so sorry for the trouble." The meeting never happens because everyone is too busy.

The third leader spends a few hours compiling and analyzing information and data before calling a team meeting. He gives an extremely detailed briefing covering every aspect of the problem, using an extensive series of flowcharts and diagrams to emphasize his point. He then emails them multi-page spreadsheets (with more data and information on them) and asks everyone to use them to document their progress. Some of his team members are in shock from information overload.

The fourth leader has a cool vision on how to solve the problem and huddles her team together. During their conversation they end up talking about a lot of things, much of which had nothing to do with the problem that needed to be solved. When someone on the team points this out, the leader says, "I think we'll be okay to start. We'll figure it out along the way and if we have to change things up then we will." As the leader walks out one of the team members turns to another and asks, "So, what are we doing??"

Does this sound familiar?

If you want to be an effective leader you have to be aware of your default leadership language and style AND the impact that your language and style has on your people!

So let's start there....stop and think right now, "What is the impact of my leadership style on the people I lead?" Be honest! Are your people energized or drained by your style? Are they clear on what they're supposed to do or dazed and confused? Are they honest and transparent or scared to give you the whole truth? Do they love you as a person but wish you'd take more decisive action on things?

Once you know your impact on your people you'll have a clearer picture of what you need to stop doing, start doing and keep doing to be an effective leader.

Want to take the next step? Plan on attending my "What Is Your Leadership Language?" workshop at the 2019 VAMA Conference! I'll help you discover your

unique leadership voice and style and then show you how to apply that knowledge to take your leadership to the next level!

BIO: Rommel (pronounced "Roh-mel") Anacan is an entrepreneur, motivational speaker, strategist and the newest member of the famed Apartment All-Stars team! Since founding his company, The Relationship Difference, in 2011, Rommel has spoken for tens of thousands of people at leading companies and organizations nationwide. He powerfully impacts people by providing the clarity, inspiration and education they need to break through their limits and achieve the success they desire! When not traveling around the country Rommel loves spending time with his family in Southern California, wearing his cowboy boots (for real), watching Hallmark movies and drinking Coke Zero. Learn more about him at www.RommelAnacan.com.