



## 5 Steps to Becoming a Better Leader Today

Leader, thank you for taking the time to invest in yourself and your team by bettering your leadership skills. It's leaders like you who care enough to learn more and want more than anything else to grow that make our workplaces and communities stronger.

Become a better leader today in just five steps:

### 1. Listen

Feedback is one of your most valuable tools as a leader. Ask for direct feedback from your team. Get specific with your questions and resist the urge to generally inquire about how things are going. Thoughtfully crafted questions provide you with the most valuable insight. Make sure you're also listening and watching for the non-verbal, indirect feedback. Becoming a better leader means paying attention to the small details.

### 2. Focus

It's time for some introspection. To be a better leader, you need to get clear on your values. Put pen to paper and record what your core values are for your organization and your people. These values should raise and set new standards, simplify decision making procedures, and clarify communication and expectations. Values like these will focus your actions and support your team in performing well.

### 3. Communicate

Communicate with your employees individually and often. By connecting and communicating, you acknowledge the value that the individual employee brings to the team and demonstrates what you as a leader stand for through that example. Then, make it a practice to increase the frequency of your daily communication. Your people need to hear from you to perform their jobs well.

### 4. Engage

The connection and trust characteristics of high-performing teams are built from regular, meaningful engagement. To become a better leader, you must make time for bi-weekly one-on-one, face-to-face, 15-minute check-ins for each member of your team. These check-ins provide the opportunity for you to ask open ended questions to draw out their level of engagement, listen to feedback and gauge their understanding of their role - best positioning you to set them up for success.

### 5. Get vulnerable

Show - and tell - your employees how much they mean to you and the success of the organization. Make it a point to individually tell them that you value them, how they're an important part of your success and that you want them to succeed. Find small meaningful ways to show your appreciation, too. Gift cards for a cup of coffee or meal delivery services go a long way. Be vulnerable with your team. It is a sign of leadership strength and will connect you on a deeper level.

Looking for more? Level up your leadership with top performance coach and seasoned business executive Anne Laguzza, CEO of The Works Consulting. Schedule your first consultation today by emailing [solutions@theworksconsulting.com](mailto:solutions@theworksconsulting.com) or calling (562) 597.4932.