



# Inspirational Leadership

## ***What's the secret behind inspirational leadership?***

**It seems to be the holy grail of leadership - to be an inspiration to others so that amazing things happen!**

Being an inspirational leader involves more than just having a title or position of authority. It's about being able to motivate, guide and influence others towards achieving a common goal or vision. Inspirational leaders articulate the way forward, show team members 'how' and are supportive. But how do you do it?

One of the techniques inspirational leaders can use is what we call the **Luemo SHOW-TELL-SUPPORT framework**. It is a framework to help motivate people to move forward in a positive way.

You can use this framework in many situations, big or small. Try it for strategy planning, crisis situations, day to day task management or for performance conversations or to start to mend relationships that have deteriorated.

You may have seen this technique before or a similar version. In summary the framework goes like this:

**Stage 1: "This is where we are"** the leader calmly, factually and transparently talks through the situation/challenge/problem. There is no blame, panic or denial of facts.

**Stage 2: "This is where we need to be"** the leader articulates the vision/goal

**Stage 3: "This is what I need from you"** the leader clearly sets expectations and what they need the team member to do

**Stage 4: "This is what I am going to do"** the leader explains how they are going to support the team members

Why not try out the **SHOW-TELL-SUPPORT** technique next time you need to inspire someone!

**Do you want to know more about the secrets of inspirational leadership?**

➔ [Luemo members can read the full article on the exclusive Luemo Member Resource Portal.](#)



## Other interesting secrets about inspirational leadership...

- ✓ *You can learn it, you don't have to be born with it!*
- ✓ *You don't need to be all things to all people – know your strengths*
- ✓ *Great leaders have their own 'brand' or style based on their strengths*
- ✓ *Effective inspirational style aligns with organisational goals, so they really shine in that context*
- ✓ *Inspirational leaders surround themselves with the right people*
- ✓ *Inspirational leaders lead by example, change and disrupt where it's needed*

## Caring for the carers

**Did you know there are over 2.65 million carers in Australia\*?**

Carers are people who provide unpaid care and support to family members and friends who have a disability, mental illness, chronic condition, terminal illness, an alcohol or other drug issue or who are frail aged. Sometimes the caring arrangement is formal and sometimes it is informal, and it can evolve over time.

*Do you know someone in your workplace who is also a carer?*

Being a carer can be tough – they need care too!

Workplaces can be a valuable place of support for all of us, including employees who may also be carers. Flexible work arrangements, leave and kindly listening are a good start. What else could you do to support carers that you know?

\*Stats from Carers Australia



## Would you like to be an inspirational leader?

The recently launched Luemo 'Connect and Inspire Leadership Coaching Series' is now open for enrollment. The program offers both one-on-one and group coaching sessions that can be customised to fit your specific needs. Additionally, the series features a hybrid delivery format, allowing participants to join sessions either online or in-person, depending on their preference.

***Book now – places for FY2023 are filling up fast!***

