



Confidence in leadership

LUEMO
WORKPLACE WELLBEING

Having confidence in your own leadership skill is one thing - but do others have confidence in your leadership? Don't assume everyone holds your leadership in high esteem just because you have a leadership title, or you think you are highly skilled in your role.

Confidence in organisational leadership is a key requirement for success and high performance. Here is how you can help others grow their confidence in you as their leader:

✓ **Use the right body language**

Good posture, eye contact, firm handshakes and clear audible speech is essential to engender confidence in you as a leader.

✓ **Be mindfully present**

Stop and listen intently when someone is talking, smile, nod and resist the urge to let your mind wander to your 'to do' list. A distracted boss is definitely a confidence killer.

✓ **Be calm and consistent**

Keep things in perspective and resist the urge to lash out or panic. Keep the big picture in mind and don't change plans unless there is a well-considered reason. Being reactive or erratic undermines confidence in your leadership.

✓ **Stay energetic and upbeat**

Be active and realistically optimistic - it's contagious and creates a positive atmosphere! No one feels confident working for a leader who is low on energy, procrastinates or is negative.

✓ **Address the elephant in the room**

Be courageous and address uncomfortable issues. If uncomfortable issues are not addressed, people gossip and may view you as weak for not acting on it. Never pretend something big hasn't happened or 'hope' that your employees don't notice it - you end up looking rather silly.

✓ **Never belittle others**

When team members see a leader belittle another person, it's an eye opening experience. It says far more about the leader than anyone else. It makes people nervous and wonder 'am I next'?

✓ **Know your stuff (or say you don't)**

Make sure you are highly skilled in your field of responsibility and stay up to date. If something comes up that you feel is beyond your expertise, don't pretend that you know it all. Ask your team for help or go outside your team to look for answers. People can see through a pretender.

✓ **Communicate the right thing to the right people at the right time**

Be proactive and keep your team well informed about issues that affect them. Respond to emails in a timely way, take phone calls and be accessible. Never be too busy to communicate when it is needed.

✓ **Make sure they know they are 'on your team'**

Don't have your team guessing whether you value them or not. Talk to them and notice what they are doing. Tell them you respect and rely on them.



So, how do you get confidence, build it and maintain it? There are lots of ways, and one simple daily habit is to practice asking questions to build your personal engagement skills. When you are a 'confident questioner', opportunities for connected conversations and information gathering open up, which in turn further buoys confidence.

Why not try it – start small and experiment!

Tip to grow your confidence.

The greatest predictor of success in life is personal confidence! Projecting confidence helps people gain credibility, make a strong first impression, deal with pressure, and tackle personal and professional challenges.



Resilient teams start with resilient leadership

Resilient teams start with resilient leadership! So how do you lead with resilience? The good news is that there are key behaviours and actions that leaders can learn to enable them to lead with resilience and build resilience in their team. Why not join the Luemo Glo Leadership Coaching Program and learn

these techniques? Sessions are available in a personal coaching format or in bite size micro coaching sessions delivered virtually and by video.

Get in touch to discuss your format options 1300 284 198.