IP BEST PRACTICES

Leadership Style

A best practice shared by InspiringPeople.

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Leadership Style

Giving leaders a clear, shared picture of what's expected from them provides top-down guidance for the whole transformation.

Key steps

A defined leadership style — a story, a set of words, even a handbook — focuses attention on what's needed to transform, and lets individual leaders measure their own behavior against a shared standard.

Organize a workshop hosted by HR with a cross-section of leaders and employees to define the ideal leader (or a set of leader personas): characteristics, behaviors, expectations. Ask HR to translate the outcome into a formal competency framework if needed.

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