



WHAT MAKES A LEADER INEFFECTIVE?

1 AVOIDING CONFLICT.
Face hard issues and invite others to do the same. holding others accountable fixes unacceptable behavior.

2 FOSTERING UNHEALTHY COMPETITION.
Managed well, conflict can encourage new voices, ideas, and sustainable solutions.

3 SEEING ONLY WHAT'S WRONG.
When giving feedback, focus on what is working, and you'll get more of it.

4 TAKING ALL THE CREDIT.
The gold from *sharing* credit - team building, mutual support, and a healthy workplace.

5 CONTROLLING EVERYTHING.
Your job isn't to control, but to lead and inspire. Give employees time and opportunity to do their own projects.

6 FOCUSING EXCLUSIVELY ON THE GOAL.
Are we accomplishing the goal we set? Is the team working well together? How is the individual doing in their path?