

# WOMEN IN MANAGEMENT AND LEADERSHIP CONFERENCE

## **SUSTAINING YOUR EFFECTIVENESS AS A LEADER**

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# AT THE END OF THE PRESENTATION, WE WILL LEARN:

- Who is a leader?
- What is effectiveness?
- How do you become an effective leader?
- How do you sustain that effectiveness?

# INTRODUCTION

- We cannot start talking about effectiveness of a leader before we even talk about how one becomes a leader
- Most people stumble into leadership by inheritance or other means and thus they are not ready for it or take time to learn
- A leader is the one who knows where the entity is supposed to go and takes steps to get people onto that path
- A leader is a person who has the capacity to see things others cannot see and translate those into smaller action points taken daily
- A leader is a person who sees the potential in others
- A leader is a person who inspires others into greatness and not lord over them by the kind of person they are.....

# LEADERS ARE NOT MANAGERS

- Leadership is NOT management (authority to execute, plan and supervise)
- Leaders take calculated risks while managers are risk averse
- Leaders don't force others to follow, people will naturally be inclined towards leaders who care about them
- Leadership is about personality, attitudes
- A leader must first lead themselves before they can lead others
- You can only lead if you have never once followed
- Leadership requires high levels of humility...not loud harsh voices
- If I was to be honest with you; you are either a leader OR not
- Key question for me is, DO YOU KNOW WHY YOU ARE A LEADER?

# WHO IS AN EFFECTIVE LEADER

- They ask God for help; the fear of God is the beginning of wisdom
- They don't comfort to anything unless if its on sin or morality
- They are assertive they get themselves out there
- They keep their ambition under control; one leader at a time (seeds)
- They are emotionally mature and sensitive
- They are courageous especially in the face of adversity
- They are empathetic ; focus on others , accessible to them
- They are passionate and not extremists
- They are positive always even in the face of negative feedback
- They communicate well, on time and in a clear manner
- They are realistic and never stop learning

- They live in the moment because the future is not a place
- They appreciate what they have and are not selfish
- Don't sweat the small stuff
- They forgive easily
- Don't whine or nag and are humble; learn from everyone
- They have good morals and values
- They have a sense of duty
- They are creative, make work fun
- They are self aware
- They are compassionate and they never judge before asking why
- Devil cheat you not, leaders can also be classy and swaggy

# HOW THEN DO YOU SUSTAIN YOUR EFFECTIVENESS AS A LEADER?

- Be focused on the goal, it never changes
- Be resilient in a VUCA; things will always happen that mess up your plans (COVID-19, Cholera)
- A leader must adapt and change (hear perspectives from their subjects even those who don't like you)
- Be flexible
- Avoid excesses and balance your life
- Don't be comfortable ; continuously engage even when things are going on well
- Comfortability prevents you from seeing what's coming in front of you
- Focus on their greatest resource (people, know them by name).
- Take decisions, hard ones
- Leverage on your networks, build and sustain your social capital

- A leader must have some level of fear; safeguard what you have for the people
- Don't abuse power
- Never stop learning; Work hard and smart
- Leverage on your leadership campus
- Invest in yourself
- Celebrate milestones
- Maintain a healthy lifestyle
- Know when to exit



**THANK YOU FOR LISTENING**