



CMAssociates

Effective Leadership

Effective leadership comes in many forms but the crucial truth is that the wrong type of leadership can seriously undermine and actively damage any organisation's performance. There have been many attempts over the years, through training and development schemes, to address this particular issue in many organisations. They have met with limited success as they are often stand alone activities - not directly connected to the vision and objectives of the organisation, its priorities/non-priorities and its internal environment.

The most difficult leadership issue is where the people within the organisation know that there are problems, feel powerless to do anything about them and tend to safeguard themselves – normal human behaviour. CMA can help organisations address these issues, through a combination of practically based tools, techniques and coaching, to **deliver sustainable results**.

- Leadership development, moving from transactional to transformational leadership
 - A command and control leadership system can be effective in a static environment – **a transactional leadership style**
 - When the environment changes both rapidly and continually this system breaks down
 - More and more effort goes into supporting the broken system, exacerbating the problem
 - To meet rapid change, where it is no longer possible to predict the future based on the past, a different approach is necessary
 - Leaders need to be able to set the direction, motivate and release people's potential to solve problems as they arise and actively demonstrate the appropriate behaviours required for success – **a transformational leadership style**

- Corporate governance
 - Private and Public organisations have different stakeholders and therefore different governance needs
 - However, there are fundamental issues that they both must address
 - How is strategy developed, how are priorities and non-priorities established, how are resources deployed, what information needs to be available to make informed decisions, how are legal requirements fulfilled, how are risks assessed and managed etc.?



CM Associates

- Performance enabling strategies
 - Top class performance fundamentally comes from clarity of purpose, the right cultural environment, and an effective performance management system
 - With these an organisation will have the right people, with the right skills and behaviours, in the right numbers, with the right tools and information to succeed
 - Giving a competitive advantage through efficiently delivering effective products and services – equally applicable in the Private and Public sectors

- Creating the appropriate culture
 - The factors which determine an organisation's culture are complex but crucial to an organisations ability to succeed
 - Difficult to change but clearly a leadership issue
 - The tone must be set at the top but must consistently flow throughout the organisation
 - Cultures can only be changed by changing behaviours and behaviours only changed through expecting and measuring different outputs and outcomes
 - Appropriate transformational leadership coupled with an effective performance management system can release energy, capacity, capability and the creative potential of the organisation

For further information please contact us at enquires@cmassociates.co.uk or by phone on +44(0)7766 052251.