



10 STEPS TO SELF LEADERSHIP



There is a misconception that leadership is always something that is done to other people. In fact, successful and impactful leadership of others always includes and starts with leading self. Research in Psychology Today shows that 30% of Fortune 500 CEOs last less than 3 years. Why? Because they are not good at leading self.

I believe, that regardless of our title or position, strong self-leadership is the foundation of success, happiness and resilience, in both our personal and professional lives.

Here are 10 skills you might want to consider improving your self-leadership:

1

SELF-AWARENESS

Reflect on how your feelings, beliefs and values influence your decision making and impact you and the people around you. It's like tuning into yourself and discover your inner mindset and thinking. Regular journaling is my top tip to keep on creating self-awareness.

2

GROWTH MINDSET

Mindsets are beliefs. Mindset is how we approach situations. Having a Growth Mindset means we believe that we can develop. You say 'I am not good at it YET, but I can learn.' It also means that we see mistakes as opportunities to learn and asking for help helps us grow.

3

STRENGTHS

Determine your 'superpowers', your top strengths that help you be a great leader and person. Focussing on your strengths will enable exponential growth. Make your weaknesses irrelevant (don't spend energy on them and delegate). Think of your top two strengths that will help you to Lead the Future.

4

WELLBEING

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5

RESILIENCE

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6

EMOTIONAL INTELLIGENCE

Our emotions influence our moods and energy levels, and drive our behaviour and conversations. Which means that they also impact our performance, productively and unproductively. Emotional Intelligence is the ability to perceive, understand, express, reason with and manage emotions. Applied to leadership it is about how intelligent we are at using emotions to help drive the best decisions, behaviour and performance.

7

COURAGE

I believe courageous leadership is about speed, confidence, sensitivity & flexibility, especially when under pressure or leading through a crisis. Speed: make quick decisions with the information you have. Confidence: be confident about the decisions you have made. Sensitivity: in the way you communicate. Flexibility: adjust as needed

8

NATURAL BEHAVIOUR STYLE

Find out why you do what you do. How do you naturally prefer to do things, communicate with others and make decisions? Chances are that you have different high preferences from the people around you, and that impacts your relationships and leadership. Top tip: get a DISC Behaviour Assessment for you and your team to create self-awareness and more effective relationships.

9

HABITS

Simon Sinek says: 'You don't rise to your goals, you fall to the systems you have in place'. And systems include the habits we have in place to ensure we work with balance and are productive. Assess how much time you spend on 'shallow work' (answering emails etc.) and how much time to allow for 'deep work' (innovate, create, strategize etc. Create habits that 'make the boat go faster', that help you to be happier AND productive.

10

GET FEEDBACK

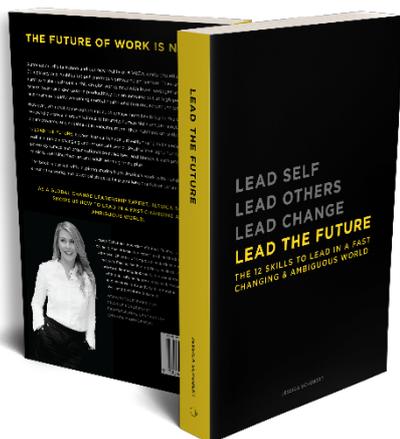
Apart from reflecting and journaling, the most powerful way to improve and grow is to get feedback from others. Make it a habit to ask for feedback on your decision making, your leadership, how you run meetings, your conversations, how you give feedback etc. Simply ask your reporting teams, peers, boss and clients 'How is this working for you? What (else) do you need from me? How helpful is ... for you?' It's not about being criticized but checking in on how you show up and lead. Don't wait for you 360 review, make it a habit to regularly ask for and give feedback. That's how we grow our tidemark of great leadership.

WE SPECIALISE IN PEOPLE AND BUSINESSES REALISING THEIR POTENTIAL

I often get asked 'Why do you do what you do? Why coaching and developing people?' The answer is easy: I care! And I am curious. But I am also really passionate about business.

Helping businesses grow, operationally as well as in business development always has been front and centre of what I do. The services industries I've worked in gave me substantial exposure to business leaders from all around the world.

In 2013 I decided that coaching teams and leaders is what I want to do for the rest of my life. I am passionate about helping people reaching their potential and transform business. I love what I do and I am exceptional at it. It's time to spread my wings and help people realise their potential, one leader at a time.



AUTHOR

In LEAD THE FUTURE, author Jessica Schubert reveals the 12 skills necessary to lead well in a rapidly changing and inconstant world. Jessica leverages her expertise in power dynamics and organisational complexities, and blends it with proven leadership models, coaching theories and adult learning principles.

SPEAKER

Jessica a sought-after international speaker for conferences, online events and team off-sites.

With over 25 years of corporate experience leading large teams across Europe and Asia Pacific, Jessica understands all facets of leadership. She draws on her experience of dealing with power dynamics and organisational complexities and blends it with proven leadership models, coaching theories and adult learning principles.



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OUR SERVICES

LEADERSHIP DEVELOPMENT PROGRAMS



Leaders are under pressure in a disrupted and fast changing world of work. Team engagement is at an all-time low and organisations struggle with retaining staff.

While we are restructuring our workplace models, we need to equip our leaders with skills and tools that matter now in a quest to support their teams and lead change effectively.

We design and facilitate leadership programs for intact teams and corporate groups to help develop these skills.

ONLINE COURSES



Designing and delivering live online programs has always been part of our portfolio. These research-based and engaging sessions can be delivered as stand-alone modules or as part of a more holistic program.

Our facilitators role model excellence in live online delivery and participant engagement using Zoom and other virtual collaboration platforms.

*All workshops can also be facilitated face-to-face.

EXECUTIVE COACHING

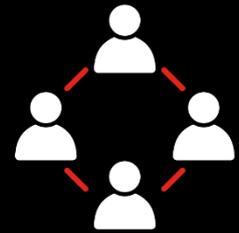


“It gets really lonely when you become a senior leader. I feel like I support everyone else in my team and make decisions for the organisation but have been neglecting my own development.”

This is a comment we hear all too often from leaders. Career growth means more responsibility, making larger decisions and leading bigger workforces. You move from subject matter expert to influencing and mobilising stakeholders.

Executive coaching provides space for leaders to hit the pause button, reassess, make decisions, commit to new actions and move forward with clarity. The one on one facilitated conversations utilise reflection and dialogue that enable people to maximise their own potential to realise change.

TEAM COACHING



In a world impacted by disruption, globalisation and competitive markets, organisations can't rely on high performance from a few leaders. They must develop and mobilise people on every level of the business.

Engagement has been identified as the main driver for performance and growth. There needs to be greater focus on how well teams perform, not just individuals.

Intact Teams specialises in working with teams to re-energise, refocus and create collective habits of success. Through open dialogue, reflection and feedback, we enable teams to achieve their goals.

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