

GROW YOUR *Geeks*



Audiobook Resources

INFOGRAPHICS

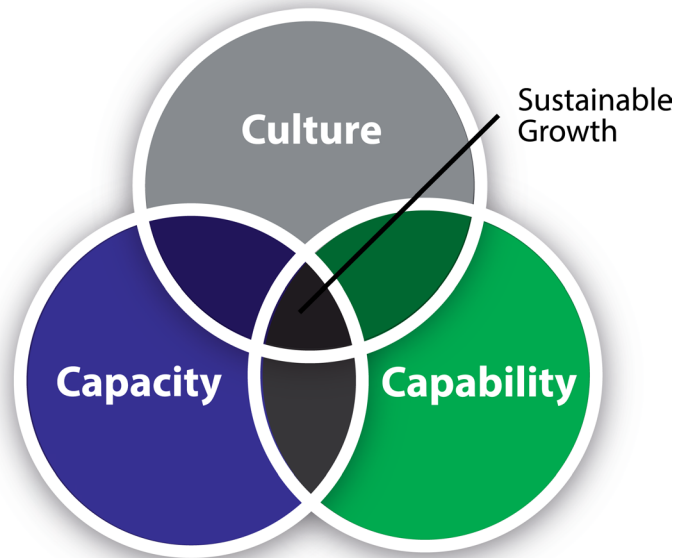
Antoinette  Oglethorpe

DEVELOP LEADERS • DELIVER STRATEGY • DRIVE RESULTS

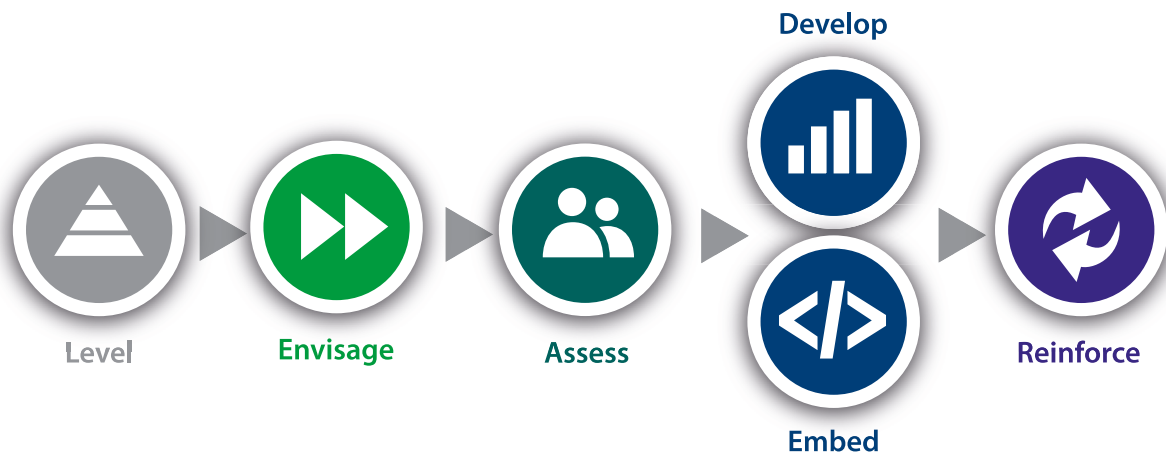
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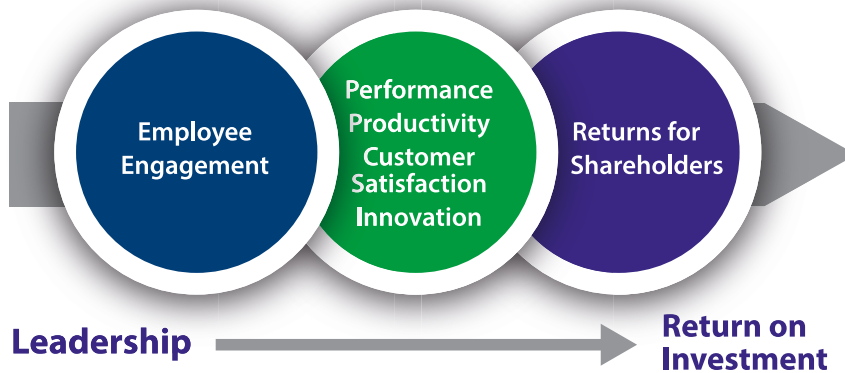
3 Biggest Leadership Challenges (3Cs)



The LEADER System



Why Leadership Development is Important



The Value of Leadership Development

+17%
increased
engagement



Talent Development

9% reduction in attrition
17% improvement in engagement
14% improvement in productivity
12% reduction in time to competency



+26%
faster
IT rollouts

New Products/Services

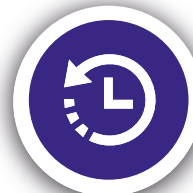
Delivering new products and
services 23% faster
Rolling out new IT applications
26% faster

+10%
increased
revenue



Gaining Market Share

17% rise in customer satisfaction
10% improvement in revenue



-17%
reduced
costs

Delivering Efficiency

17% Cost Reduction
21% increase in volume
22% reduction in delivery time
20% reduction in study time

Bottom-line impact of learning innovation over three years (2014 Towards Maturity Benchmark)

The Lessons Learned by Senior Leaders

The Meaning of Leadership



Leading Self

Fix Confidence*
 Self-Awareness*
 Understanding & Committing to Life Goals*
 Integrity*
 Becoming Humane
 Dealing with Setbacks
 Developing Flexibility & Adaptability
 Seeing Things From a New Perspective
 Dealing with Ambiguity



Leading Others

Managing and Motivating Subordinates*
 Developing Subordinates*
 Team Management*
 Cultural Savvy
 Building Relationships with Peers and Seniors
 Building Credibility
 Communication & Feedback
 Gaining Influence
 Managing Multiple Stakeholders



Leading the Business

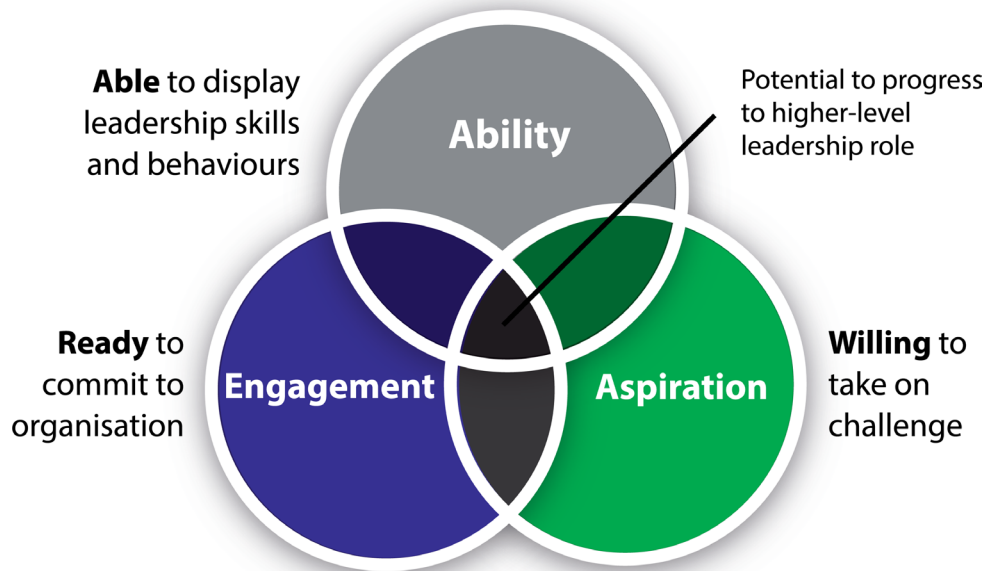
Execution & Operating Savvy*
 Innovation, Creativity & Entrepreneurship*
 Functional Knowledge*
 Gathering Information, Knowledge & Insights*
 Decision-making & Problem-solving
 Acquiring a Broad Organisational View & Strategic Insight
 Customer Orientation
 Handling Organizational & Cultural Change

*Top 11 lessons - Source: Developing Future Leaders for High-Growth Indian Companies: New Perspectives
 (Center for Creative Leadership & TATA)

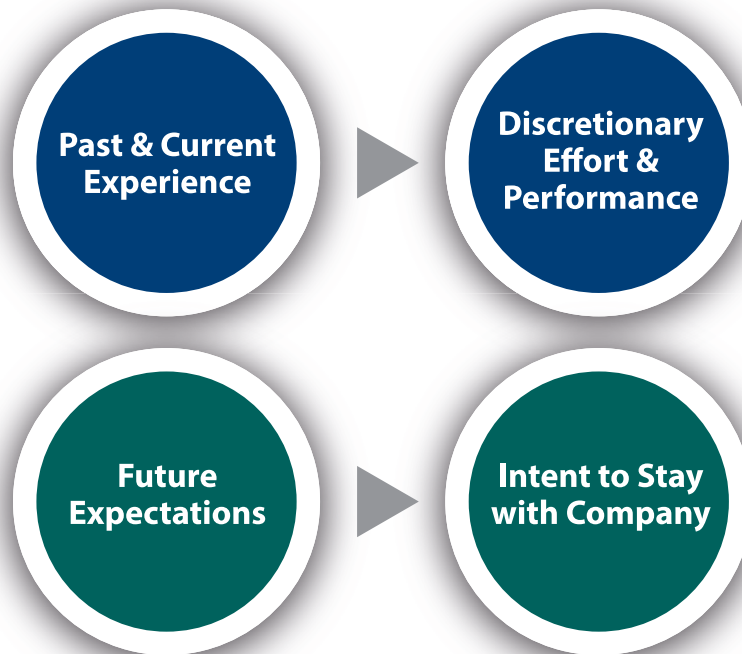
Two Perspectives to Consider



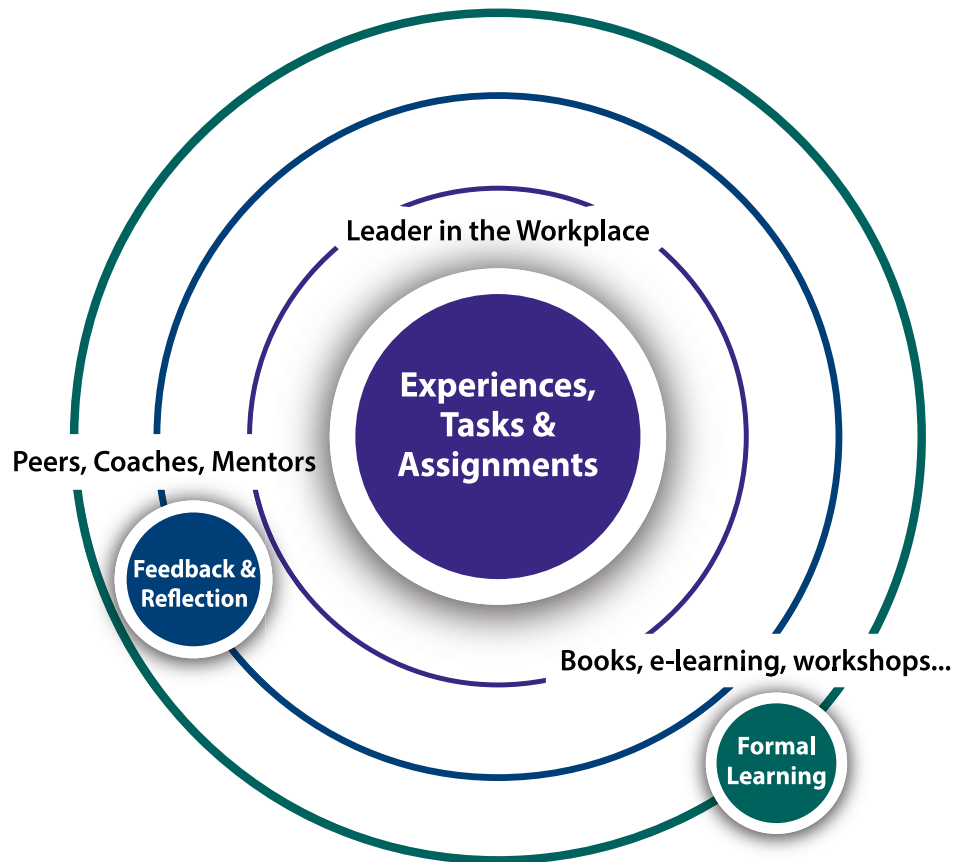
Leadership Potential



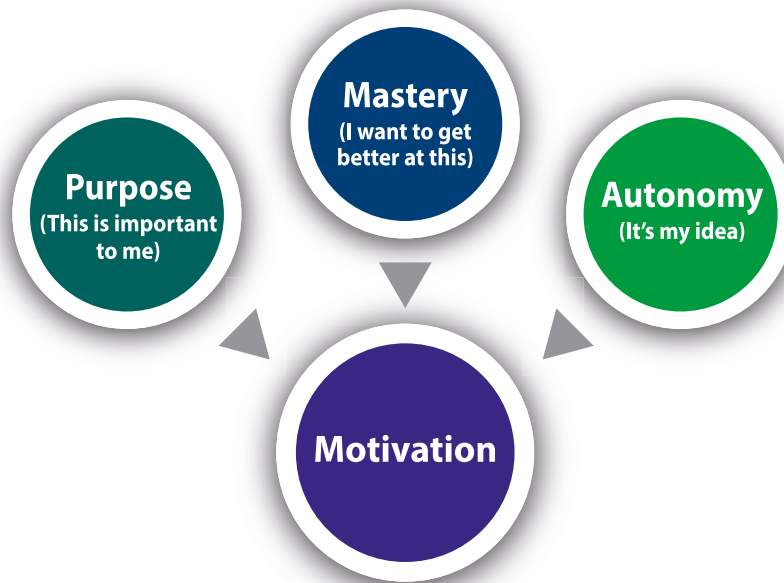
Components of Employee Engagement



Accelerated Leadership Development Model



Drivers of Motivation



Based on DRIVE by Daniel Pink

Embed Model



Enablers of Leadership Culture



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