



# Idealisation

# LEADERSHIP PRACTICES

## Practical advice from leading practitioners

### Just surviving or thriving?

Leadership today is extremely complex, with your every movement and every decision displayed through the social aspects of information. With guidance, advice and opinions readily available and every move second guessed by those who work for you and that you report to, often both having more information than you have.

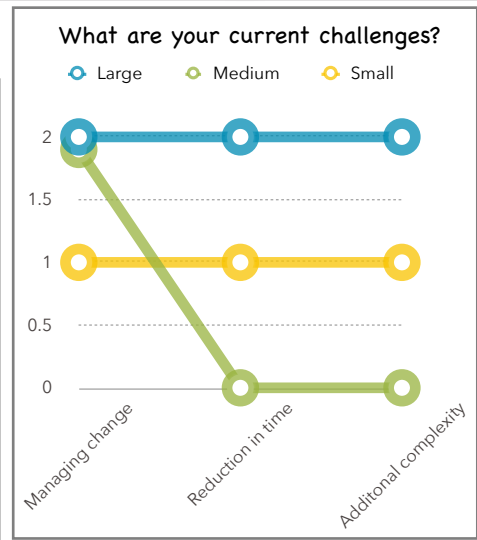
We asked a small group of practitioners how they approach their leadership style and cope. What basic principles do they abide by in order to not just survive but thrive?

[Click here to ask our friendly team?](#)

*'Good leaders know how teams work; they understand this at a visceral level. They are facilitators of team success'*

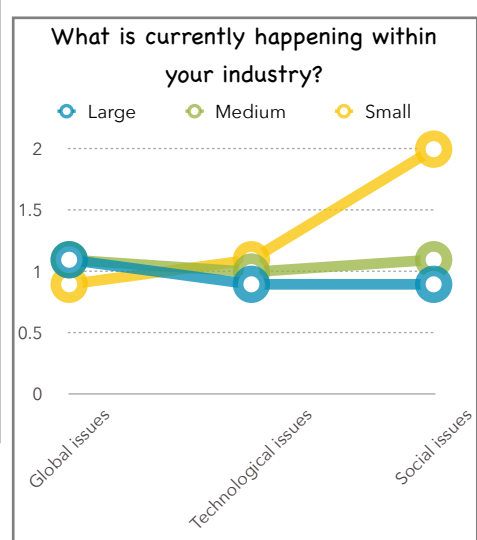
### 24 hour surveillance

Courtesy of the information age leadership is constantly exposed to scrutiny; 24 hrs a day, 7 days a week. Our survey looked at the issues affecting leadership priorities, by asking 'What are your current challenges?' In virtually all cases the participants identified with 'change' as the underlying cause of their challenges, but their perceptions of the impact of this 'symptom' differed. Larger and smaller organisations felt the impact was due to time, however with the medium organisations the impact was less felt.



### Leadership lessons

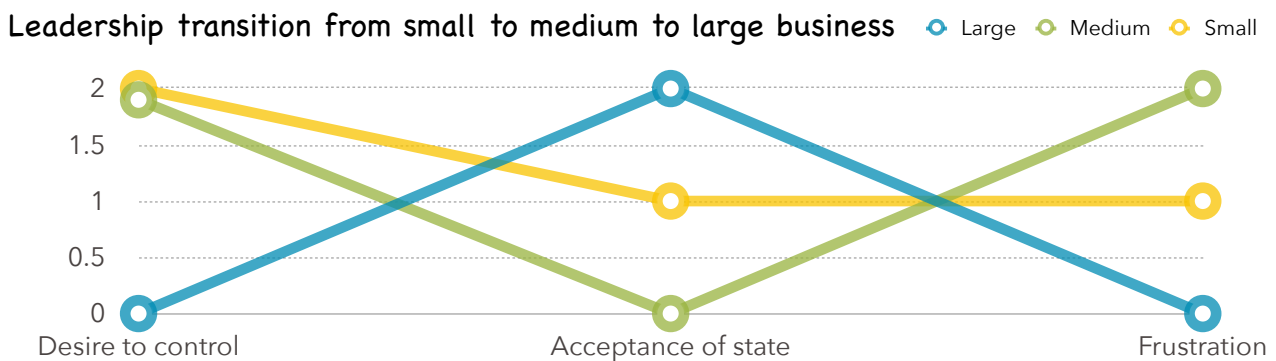
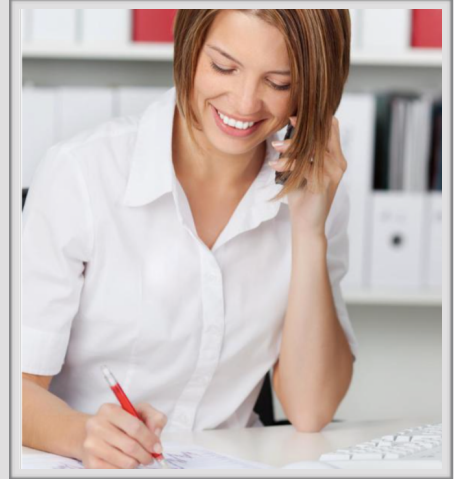
All subjects related to the impact of technology, but leaders of large organisations perceived change as driven by complexity of global issues where small organisations identified with social issues - a difference of perspective begins? Insight expressed upon leadership the importance of recognising ones capabilities; the more experienced the leader the more likely they were to be in control and less frustrated, not because they perceived more control but because they were more tolerant of not having control, taking a more accepting approach to their leadership style.



## Is acceptance key?

Where mid level leaders were more likely to be frustrated and act upon their frustrations, seeking both control and concluding reward for their efforts; they were strangely less able to identify with the additional complexity associated with their environment. Whereas smaller business leaders were more frustrated and also less accepting of industry norms, however they sought freedom in the acceptance of challenge. So is acceptance the key? **The best any leader can hope for is to know themselves and their team well enough for the circumstance.** Working with numerous leaders we have helped them to find their way and to uncover true potential.

[Click here to ask our friendly team?](#)



## Insight

### Changes in leadership

Surrey Business School: MBA Programming

We consider alternatives in leadership expectation and priorities in the world today, exploring the change from the classical untouchable 'hero' to a new authentic, cognitive, complex, cross-cultural, spiritual, new-genre style of shared leadership.

**Ideas, perspectives and terms which we can explore with you and your teams. To help identify the guiding principles which will make your business excel.**

*'A true professional and great ambassador for the University and the MBA.'*

*Alf Crossman, Programme Director*



*'Adair defined leadership as 'being willingly followed'. The word 'willingly' is the key, you can be a manager, but to be a leader is about consent, which is why trust is so important.'*

