



## **Engaging for Growth 2010 – Leadership Lessons Learned**

The following thoughts emerged from the post lunch discussions at Engaging for Growth 2010. It will be interesting to develop these ideas into action. Action we can all choose to take to improve engagement.

- Make sure we check and test that what we believe is happening, is happening. Ask people is it working? What's going on? The more leaders listen, the more people engage.
- You have every opportunity to influence your colleagues. Lead by example. Listen and do.
- There are no such things as great organisations, only great managers and leaders.
- Management is evolving into leadership. Be what you want the organisation to become.
- We need to think more about intrinsic motivation. Most people join an organisation wanting to do a great job. Within a year we have to think up ways to motivate them, what's going wrong?
- Proceed until apprehended! Start with your own team, then the next group, then the directorate, the division, the company.
- Authenticity. Allow individuals to achieve, and belong to something meaningful.