

Leadership Myths

That Limit Performance



<p>1</p> <p>MYTH: I don't have time to manage performance</p> <p>TRUTH: If time isn't taken on the front end, problems will likely arise that take far more time later, and when it is not convenient.</p>	<p>Strategies</p> <p>STRIKE A BALANCE</p> <ul style="list-style-type: none"> Invest now to have more time later Make coaching part of your daily routine Look for teaching moments Identify and address skill gaps
<p>2</p> <p>MYTH: The person can't (or doesn't need to) develop further</p> <p>TRUTH: With the right beliefs and support, a person is always capable of growing.</p>	<p>Strategies</p> <p>EXPECT ONGOING LEARNING</p> <ul style="list-style-type: none"> Listen for fears or negative beliefs that are inhibiting the person Set goals regardless of career stage Hold them accountable
<p>3</p> <p>MYTH: Professional development is not part of our culture</p> <p>TRUTH: It may not be part of the culture but it is part of a leaders responsibility to develop others.</p>	<p>Strategies</p> <p>MODEL THE WAY</p> <ul style="list-style-type: none"> Don't let others' lack of commitment influence yours Set the example for continuous learning and recognize others who embrace it
<p>4</p> <p>MYTH: Coaching is confrontational</p> <p>TRUTH: Coaching is conversational</p>	<p>Strategies</p> <p>KEEP IT CALM & COLLABORATIVE</p> <ul style="list-style-type: none"> Manage emotions & express positive intent Focus on the behavior, not the person Ask for input and listen
<p>5</p> <p>MYTH: I'm sure I can just figure this all out on my own. I have good instincts.</p> <p>TRUTH: Leading and managing staff effectively requires a complex body of knowledge and skills</p>	<p>Strategies</p> <p>ACCESS HR STAFF FOR GUIDANCE & SUPPORT</p> <ul style="list-style-type: none"> Hiring & Leaves Performance Management, Org Design, Change management, Skill development Navigating Union Contracts