



EIGHT COMMON ERRORS OF LEADERSHIP

Some common leadership mistakes

- 1. Allowing too much complacency**
 - poor leaders hang on too long; people know you're not serious if you accommodate under-performers
- 2. Failing to create a sufficiently powerful guiding coalition**
 - attract people to go with you and use them to shape others' views
- 3. Understanding the power of vision**
 - good leaders create a strong sense of clarity and purpose about what the business hopes to achieve
- 4. Under communicating the vision**
 - do it often, keep it simple and headline the message in a way your mother-in-law would understand
- 5. Permitting obstacles to block the vision, and not empowering broad-based action**
 - give people the power to challenge and overcome blockages to progress
- 6. Failing to create short-term wins**
 - create a momentum so people believe in the direction being followed
- 7. Failing to consolidate gains and producing more incremental change**
 - keep raising the bar incrementally and adjusting the goals with small step changes
- 8. Neglecting to anchor changes firmly in the culture**
 - learn from success and find a way in which successes can become established in the culture to shape future activities.