

4 LESSONS ON HOW TO LEAD THROUGH INFLUENCE

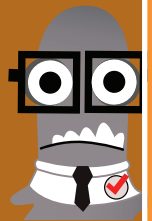


BUILD CREDIBILITY, YOUR BEHAVIOURS AND VALUES NEED TO ALIGN



- ★ Communicate with humility
- ★ It is not what you say but how you do that matters
- ★ Demonstrate bias towards making decisions (at the risk of being proven wrong)
- ★ Openly admit your mistakes and make a priority to demonstrate what you learnt

PROVIDE CLARITY ON TEAM PURPOSE AND DIRECTION



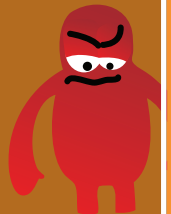
- ★ Be fearless to speak up if you or your team's role is poorly defined
- ★ Team's purpose must be understood before everything else!
- ★ Facilitate answers to "Where to / What next?"
- ★ You don't need to be a manager to be the voice of the team

GIVE AND TAKE WORKS



- ★ No back scratching but building personal bridges
- ★ Don't weigh in by your title but your usefulness
- ★ Selflessly offer to help other teams
- ★ Embrace disruption and scrutiny, balancing against team purpose and direction

AVOID WORKPLACE NEGATIVITY AND WORK ON YOUR RESILIENCE



- ★ Actively stop hanging out with project doomsayers
- ★ If you cannot influence it, stop engaging in disparaging gossip about other team's quality of work
- ★ Reflect of past successes and reinforce self-belief
- ★ Take care of yourself before anyone else (physically and spiritually)

