



Driving Strategy & Influencing Change in Leadership



Embracing Open-Mindedness, Collaboration, & Accountability

Leadership in the modern business landscape requires a comprehensive approach that integrates various concepts and principles. Among these, “driving strategy and influencing change,” stands out as a pivotal aspect of effective leadership. Below we delve into the importance of embracing specific concepts to excel in these areas, including open-mindedness, adaptability, collaboration, and accountability.

BE OPEN TO OUTSIDE-OF-THE-BOX THINKING

Successful leaders should encourage creative thinking and innovative solutions. Embracing "outside-of-the-box" thinking involves welcoming new and unconventional ideas from team members. This not only fosters a culture of innovation but also helps identify opportunities that may have been overlooked. Leaders must create an environment where team members feel comfortable expressing their creative ideas.

LISTEN TO OTHERS' IDEAS

Listening is a fundamental leadership skill. Leaders should actively seek input from their team members, colleagues, and stakeholders. This not only leads to better decision-making but also empowers team members, making them feel valued and engaged. Effective listening encourages the exchange of diverse perspectives and ideas, driving innovation and better solutions.

KNOW WHEN TO SPEAK

Leaders must strike a balance between actively listening and offering their insights. Knowing when to speak is crucial in leadership. Leaders should provide guidance, set direction, and communicate their vision effectively. This also involves providing feedback constructively and transparently.

LOOKING AT THE BIGGER PICTURE

Understanding the higher-level business objectives and how they align with your goals is crucial for successful leadership. It ensures that your strategies and actions are aligned with the overarching mission and vision of the organization. Leaders should regularly assess and reassess their goals in light of these larger objectives.

KNOWING THERE IS MORE THAN ONE WAY TO DO SOMETHING

Effective leaders recognize that there are multiple paths to success. They avoid tunnel vision and rigid thinking. By acknowledging that there are various approaches to achieving a goal, leaders encourage flexibility, creativity, and adaptability within their teams.

BEING ABLE TO DEMONSTRATE CROSS-FUNCTIONAL VALUE

In today's interconnected business world, leaders must understand and appreciate cross-functional collaboration. The ability to demonstrate value across different departments and functions is a hallmark of effective leadership. Leaders should foster collaboration and integration, working to break down silos and promote synergy.

THINK THROUGH EFFICIENT SOLUTIONS THROUGH COLLABORATION

Leaders should engage in collaborative problem-solving rather than imposing changes unilaterally. Collaborative solutions are more likely to gain acceptance and support from the team, and they tend to be more effective in achieving long-term goals. Collaboration also ensures that solutions consider the diverse expertise within the organization.

LEVERAGE DATA TO SUPPORT DECISIONS

Data-driven decision-making is a cornerstone of modern leadership. Leaders should utilize data and analytics to inform their strategies and change initiatives. Data provides insights into trends, customer behavior, and the performance of existing processes, leading to more informed, effective decisions.

COME WITH SOLUTIONS, NOT JUST PROBLEMS

Leaders should adopt a proactive approach to problem-solving. Rather than merely identifying issues, they should bring forth potential solutions. This mindset encourages problem ownership and demonstrates leadership's commitment to driving change and improvement.

HOLD OTHERS ACCOUNTABLE TO DO THE SAME

Accountability is a two-way street. Leaders should not only hold themselves accountable for their actions and decisions but also expect the same from their team members. A culture of accountability ensures that everyone is committed to finding solutions and driving positive change.

Effective leadership in driving strategy and influencing change requires a multifaceted approach. Embracing open-mindedness, adaptability, collaboration, and accountability is fundamental to success in the ever-evolving business landscape. By valuing diverse perspectives, fostering innovative thinking, and focusing on solutions, leaders can navigate their leadership journey with confidence and drive positive change within their organizations.

ADDITIONAL RESOURCES

BOOKS

- “Influence Without Authority” by Allan R Cohen and David L Bradford
- “The Art of Quiet Influence: Timeless Wisdom for Leading Without Authority” by Jocelyn Davis
- “The Organizational Politics Playbook: 50 Strategies to Navigate Power Dynamics at Work” by Allison M Vaillancourt
- “Our Iceberg Is Melting; Changing and Succeeding Under Any Conditions” by John Kotter
- “Good to Great” by Jim Collins
- “First Break All the Rules: What the World’s Greatest Managers Do Differently” by Marcus Buckingham and Curt Coffman

VIDEOS

- [“How to Survive Change at Work”](#)
- [“Navigating and Embrace Change by Simon Sinek](#)

BLOGS

- “Mastering the 5 Continuums of Change: How to Successfully Drive Change in Your [Organization” by Mercuri Urval](#)
- [“Top 30 Pieces of Advice for Instilling Change from Mark Boone](#)