

Confident Leaders - how many aren't and why it's important

Thirteen years of experience as an Executive Coach has allowed me to meet a diverse range of leaders across many different sectors. Whilst there have been a variety of circumstances and situations which have led to a coaching intervention one theme has consistently stood out.

A surprising statistic is that over 30% of these leaders have struggled with self belief to the extent that it has limited their potential and ability as a leader.

While this is often brought about by their current situation, for example being new to the position, it can also be brought about by:

- A lack of perspective about their experience and it's value now
- Limited self awareness re: their values, talents, behaviour and impact on others
- Myopic notions of leadership
- A limited capacity to influence and engage key others

I've identified three steps that should be a leaders imperative if they are to replenish or develop their sense of self confidence in order to function effectively.

Reflect - examine patterns of thinking and identify those that have had their day and are now outdated.

Re calibrate - challenge their cause and effect beliefs and assumptions about relating and impact on people.

Understand - how and when they operate at their best and what is most important to them.

Becoming clearer about these things supports self confidence. In turn that provides a fertile ground to develop more effective behavioural range, emotional / intellectual integration and leadership skill.

-Richard Knight, Director at Maasai Camel.

