

PHL|HP Consulting Group

Building & Sustaining High Performing Organizations



A Message From Dr. Philip Levy, Founder & President

“What Are the Most Important Things a Leader Can Do”

In today's rapid paced, highly competitive business environment, there are so many demands upon leaders of companies. There never seems to be enough time. Executives often tell me, “Why do I feel like I have to do everything?” “How can I think strategically and grow my business when I'm so busy?” These are very valid questions. So what is a leader to focus on?

1. Have a clear vision for the company; articulate it and live it every chance you get. You are the face of your company and what you say to and do with stakeholders is critical. Deliver the message of what you stand for and what distinguishes you within your industry clearly and succinctly.
2. Tell your company's “story” in a compelling way that people can relate to.
3. Surround yourself with bright, capable and inquisitive people at all levels.
4. Inspire people to excel, by exciting them and setting high, but achievable standards and objectives.
5. Prioritize. Determine what is most important for you to do and what others can do. If someone else can do it, let him or her, and use that time to strategically develop your business.
6. Establish parameters, and then foster an environment in which people are free to take risks and create new paradigms.
7. Don't micromanage! Delegate, but create systems to monitor and hold people accountable. Remember, if it's not measurable, it can't be managed.
8. Listen to what people are saying, encourage their participation in the decision making process, and recognize their contributions to the company's advancement to new vistas.
9. Make time for you and others to think and reinvent themselves and the company.
10. Create trust by being genuine, predictable and consistent. Your words and actions as a leader matter more than you imagine.
11. Praise publicly and frequently and criticize constructively and privately.
12. Encourage and model self-awareness, continuous learning and professional growth. A company can only grow when its employees grow. Create a “farm system” and career ladder for future leaders. Identify “people with potential,” nurture their development and maintain contact with them.
13. Be visible: manage by wandering and show interest in employees as people. Establish personal connections.
14. Communicate, communicate, communicate!!
15. Be proud and positive. People like to be around those who are optimistic.

Leaders make a difference. Have the courage of your convictions and be the leader you have most respected and valued in your climb to the top.

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