



# The Leadership Trifecta



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ersonal Leadership development can be a bit like the horse races; picking the top three can produce big payoffs. To keep your leadership impact, a diversified approach will give the best bang for your buck. The big three on the leadership ticket are:

1. **Self-Leadership:** By using self-awareness, leaders effectively manage their emotions and behaviors in the work place.
2. **Situational Leadership:** By learning about other people's styles, leaders can better navigate the emotions and behaviors of others.
3. **Organizational Leadership:** By learning how to identify cultural patterns, leaders are better equipped to lead groups of people effectively.

Every healthcare leader is interested in all three of these areas. McKinley Leadership has discovered that in healthcare Self Leadership is the most neglected, Situational Leadership is the most misused, and Organizational Leadership is the most misunderstood.

McKinley Leadership uses assessment tools, such as People Map, EQ-I, to help leaders gain insight and identify indicators for personal mastery. These tools will illuminate practical-direction for areas such as time

management, communication skills, emotional blind spots, and ways to gain more fulfillment in work. Most often leaders are attracted to the health-care field so that they can help others. Usually, they then tend to neglect themselves. The benefits in developing outstanding self- leadership behaviors are enormous to healthcare leaders.

Learning to be masterful at situational leadership is an ambitious goal. Most leaders make the mistake of learning how other people operate so they can get them to do what they want. In our opinion, this is a misuse of situational leadership. Learning what makes others tick can highlight how others prefer to work which provides an effective leader with a blueprint to create an environment in which that individual can maximize his personal success. The effective leader will use his knowledge to help the person perform better or more consistently from the inside out. We encourage leaders to educate their people in how to think rather than what to think.

Leading an organization is difficult; it requires masterful skills to do it effectively. Leadership can be improved through the use of assessment tools designed to identify cultural patterns and tendencies, providing the leader with indicators as to how to move the organization in the desired direction.

This is frequently misunderstood by many leaders because they don't take the time to identify who the people are that make up their organization. Just as the general population tends to do, leaders assume everyone thinks and wants the same things they do.

Learning how people function in groups will assist an organizational leader in becoming a WIIFM radio broadcaster. These leaders know that everyone listens to a WHAT'S IN IT FOR ME message. It is so common to hear a speech or watch a new program be rolled out with all the wrong messages.

Leaders can't lead an organization effectively by making the company an extension of themselves. Rather, they must engage their teams in what is universally motivating. To do that properly the leader needs to know the dynamics that make up the team they are leading.

The leadership trifecta is not about determining the importance or rank of these three skills. We believe they are all necessary to produce the winning combination needed to be an effective leader in this economy.

*If you don't know what you want to improve, you won't see results!*

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