

7 Secrets of Successful Managerial-Leaders

Prepared for LeadCap

**PAR**
THE PAR GROUP



Introducing LeadCap

LeadCap is building India as a nation of leaders. Through the most unique leadership movement, led by thinkers from the Ivy League, we are striving to democratise leadership, where everyone has an opportunity to realize their leadership potential; beyond birth and living conditions, to make a positive contribution to the society.

LeadCap's Beliefs

- **Teaching how to fish is better than providing fish**
- **Leadership is a decision, not a position**
- **Leaders breed more leaders**

Patrick Malone

Senior Partner & Author



- 35 years operations & sales management
- Fortune 500 clients
- Conference presenter
- 26 countries
- CEO Action Group
- *Cracking the Code to Leadership*
- Board Member

Managerial Leaders

- Manage things (processes, procedures, etc) and Lead people.
- Prototype
- Disciplines, industries, cultures
- Consistent behavior pattern
- Commonalities

#1 Transparent Example

- Personal and Organizational values
- Skillful and Knowledgeable
- Pursuit of Mastery
- Believable role model = respect

#2 Demand the Same from Others

- Visualize knowledge and skill
- Inspires need to change
- Impatient about things i.e. goals, outcomes
- Patient with people
- High standards and expectations

#3 Track Performance

- Definable, measurable standards
- Clear success points
- Individual development plans
- Customized to each individual
- Responsibility with accountability

#4 Coach

- Every Opportunity
- Planned and Structured
- “In the Moment”
- Educate, encourage, demonstrate, counsel, recognize
- Helping others succeed.

#5 Leverage Coaching

- Identify potential
- Expand responsibilities
- Coach them to coach others
- Opportunities to stretch
- Expand skill set by growing others

#6 Implement Mastery

- Happy with current roles
- Not an excuse not to grow
- Raise the bar
- Continuous improvement
- Life long journey

#7 Repeat, Repeat, Repeat

- Overnight success?
- Consistency and discipline
- Maintain high standards of performance
- Previous 6 = good intentions?
- Or habits of success?

Additional Resources

Cracking the Code to Leadership book

- amazon.com
- multiple copies

patrick.malone@thepargroup.com

Everyone's A Customer online training course

- <http://par-euniversity.com>

For more information:

**Patrick Malone
Senior Partner
The PAR Group
4936 President's Way
Tucker, GA, USA 30084
(770) 493-7188 ♦ (800) 247-7188**

≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈

Fax (770) 493-9152

patrick.malone@thepargroup.com

www.thepargroup.com