

60 Second Leader

Climate Change

What leadership behaviour most promotes a climate of motivation, creativity, and performance in individuals and teams?

Specifically, what leadership behaviour most results in front line staff becoming engaged and innovative in improving services, products, efficiency and effectiveness?

Recent research has focussed on this aspect of the "climate" of an organisation - whether it promotes and reinforces innovation and creativity or stifles it.

5 Leadership Behaviours

Harvard Professor Teresa Amabile's investigations suggest that there are five specific leadership behaviours that have a positive effect on people's emotions, and that this positive effect has a direct impact on their performance and creativity:

1. Emotional support
2. Monitoring work in a positive way - giving them positive feedback on their work, or giving them information that they need in order to do their work better
3. Recognising people for good performance
4. Consulting people - asking for their views, respecting their opinions and acting on their needs and their wishes to the extent that is possible



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He has a Master's degree in Management and is a Chartered Fellow of the Chartered Institute of Personnel and Development.

Mick's working roots began in HR at the local production unit of a multinational corporation. Progressing quickly to become Head of Department and gaining significant experience as a generalist, Mick then entered the independent consultancy field in 1986. He has gained considerable experience and expertise in the private, voluntary and

5. Collaboration - actually spending some time working with somebody on their work

"Seemingly ordinary, trivial, mundane, day-to-day things that leaders do and say can have an enormous impact. My guess is that a lot of leaders have very little sense of the impact that they have." Teresa Amabile.

How much does your leadership reflect these positive behaviours?

As you think about your leadership behaviours, what kind of climate change are you producing?

Source

Teresa M. Amabile: 'Sweat the Small Stuff': Factors Influencing Creativity and Motivation in the Workplace, New Business Spring 2006

This is a regular E-Letter that we send to those of you in our Cygnet community and hope that it will stimulate your thinking about leadership. The reason we have called it *60 Second Leader* is not because we believe leadership can be accomplished in an instant, but rather that it is about leadership and should only take you about a minute to read.

Feel free to feedback any comments to us or use the link at the bottom to send it to colleagues whom you think may be interested.

public sectors.

Mick's primary focus is leadership and team development, particularly at Senior and Board level.

Cygnet can help your organisation achieve its business goals by partnering with you to develop your people as leaders and managers.



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