

# Value Added Leadership

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I've realised recently that it matters to me how much value I add. I want to help other people to improve and I want to help them to progress. I believe as a leader I should be measured on how far I advance others, how much they improve under my leadership and how I help to unlock their potential. Therefore, as a leader, I have been considering how I can add value to my teams and I started by asking myself these questions and set myself these reminders.

*Are you being selfish?*

Remember you are a servant to your team. As a leader – in a position of authority or power or not – you are there to maximise their output, creativity and potential. Is this your leadership attitude? Is this your intention? Put this intention back at the forefront of your mind and put your team's needs first – then you will be able to provide purpose, direction and motivation.

*What are the values?*

We add value to others when we truly value them and when we are valuable – so ask yourself – have you rechecked what is important to the individuals on your team? Revisit with them what they value and need. Then measure your value - do you still relate to what others value? What is your usefulness? Re-assess where your skills and support can add the most value and how.

*Are you owning the problems?*

Be responsible – take responsibility for when things go wrong, responsible leaders gain the commitment of their followers rather than relying on command and control. When things go wrong, am I taking responsibility? Am I owning the issues? And am I role modelling how to take things forwards, how to overcome?

*Are you sharing insight?*

Provide insight – often people don't want or need more information, it can feel like overload. But as a leader we can provide insight – we can interpret the information they have and add value to it.

Share what you know if it is wanted but more importantly add the insight to the information. That is adding value through your communication.

Through asking myself these 4 questions I reflect on my current leadership style and refocus myself on ensuring I continue to add value to my teams. The next step is to ensure my leadership style and my approach to these answers is customised to provide what my team needs, what the respective individuals need.

Differentiating my leadership to the dynamics of each individual will enable me to maximise the impact and the value I add.