

# LEADERSHIP INSIGHTS FROM DR JACK ZENGER AND DR JOE FOLKMAN

Leadership Inspiration - podcast summary

Zenger Folkman is a Global organisation which focuses on evidence driven, strength based methods to improve organisational performance. Here is a summary of some of the insights Jack and Joe shared on our recent podcast and from their ground breaking Extraordinary Leader research.

Including some excerpts from The Extraordinary Leader: Turning Good Managers into Great Leaders; Second Edition, McGraw-Hill.

## INSIGHT 1



### GREAT LEADERSHIP IS A DIFFERENTIATOR

Strong statistical evidence proves that great leaders make a huge difference when compared to merely good leaders.

## INSIGHT 2



### GREAT LEADERS BUILD STRENGTHS

Development is far more successful when the leader focuses primarily on building strengths rather than fixing weaknesses.

## INSIGHT 3



### GREATNESS IS NOT CAUSED BY THE ABSENCE OF WEAKNESS

There is a pervasive halo effect that causes those with some key strengths to be perceived as being good at everything. The converse is also true!

## INSIGHT 4



### THE "SPEED" OF THE LEADER IS THE "SPEED" OF THE TEAM

The quality of leadership in an organisation rarely exceeds that of the person at the top.

## INSIGHT 5



### GOOD IS THE ENEMY OF GREAT

The more great leaders, the more outstanding the organisation. We shouldn't settle for mediocrity in leadership any more than we do in customer service or selling.

## INSIGHT 6



### FEEDBACK IS THE FOOD OF CHAMPIONS

Extraordinary leaders ask for feedback on a regular basis. A culture of open and honest feedback can have a dramatic impact on organisational performance.

## INSIGHT 7



### LEADERSHIP IS A LIVING DYNAMIC SYSTEM

Leadership development should not focus on individual skills in isolation but about how these skills fit together. Especially those that join a focus on results with interpersonal skills.

## INSIGHT 8



### THE BEST LEADERS SEEK CONTINUOUS IMPROVEMENT

A leadership development programme attended 10 years ago will not equip you to be an effective leader today.

## INSIGHT 9



### DATA DRIVEN MEASUREMENT IS KEY

If you are going to take the time to measure performance then make sure you are measuring the things that are proven to make a difference.

Natural Direction have been using the powerful Extraordinary Leader approach with our clients for many years. To discover how we can help your leaders become extraordinary please contact us on +44 203 303 0415.

## FINAL THOUGHTS....FROM JACK & JOE

"People generally work hard, try hard and really do want to get better. When you let people know "what the score is" they want to make a difference, they want to have an impact and if we show them what works they will do it."

Joe Folkman, Zenger Folkman

"I have the belief that my best days are ahead of me rather than behind me! There are new ideas yet to be discovered, good blogs that need to be written and great books that need to be created.

There are always things to look forward to!"

Jack Zenger, Zenger Folkman

## FREE INSIGHTS!

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