





Leadership & Risk Management - The Hallmarks of the Most Effective Leaders

A Conversation

To Prompt the Conversation

- Annual budget
- Some research and data
- The environment – VUCA: *Volatility, Uncertainty Complexity, Ambiguity*

Questions

- What percentage of your organisation's annual budget are personnel costs?
- Does leadership make a difference to organisational performance?

Leadership Does Make a Difference - Research

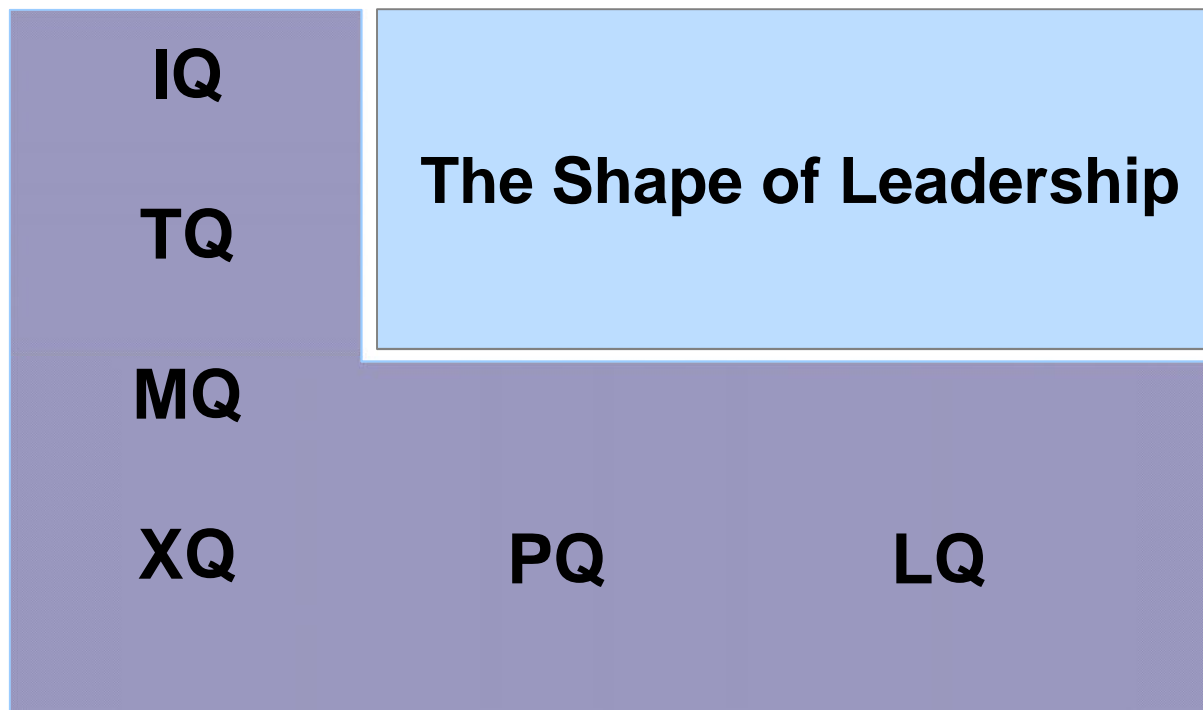
- Executive leadership quality explains up to 45% of an organisation's performance
- The top 10% out-produced the bottom 10% by 500% or:
 - Bottom 10% lost \$1.2 million
 - Top 10% gained \$4.5 million

Reference:

Day and Lord

Zenger and Folkman

Enduring Leadership Success



Reference: *Lombardo and Eichinger*

The 6 Qs of Leadership

- IQ – Intelligence Quotient
- TQ – Technical/Operational Quotient
- MQ – Motivational Quotient
- XQ – eXperience Quotient
- PQ – People Quotient
- LQ – Learning Quotient

Reference: *Lombardo and Eichinger*

Business Case for Leader Led Development

Leaders who are more effective at developing others – more likely to exceed business goals:

- Performance up to 27% better
- Teams worked harder giving up to 35% more discretionary effort
- 25% higher intention to stay amongst reports
- 50% more likely to exceed financial goals

Reference: *Corporate Leadership Council*

Unleashing the Potential



Five Essential Roles of a Leader

- **Experience Broker**
 - Stretch and challenge your direct reports through work experiences
- **Relationship Broker**
 - Connect your direct reports to other key leaders
- **Performance Advisor**
 - Offer advice and guidance
- **Experience Optimiser**
 - Encourage learning from work experiences
- **Career Champion**
 - Pave the path to senior leadership

Reference: *Corporate Leadership Council*

The DAVI Model

Effective Experiential Development incl. **D**iversity, **A**dversity, **V**ariety,
Intensity



Leadership legacy – determined by success in
developing future leaders

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Leadership Development Centre

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www ldc.govt.nz

LDC Members Area

www ldc.govt.nz/Site/Members/Default.aspx

User name: your email address

Password: If you do not know your password

tick the “Forgot password box” & login

Your password will be emailed to you