



Leadership!

TRUST & RESPECT



There are many things a leader needs if he/she is to be successful, however, at the centre are two main principles, trust and respect. Many historical leaders failed in epic ways because they forgot or did not pay attention to these two principles. Love is also central, we don't mean hugging and being nice, we mean love in the fullest sense. As a leader you must choose what is exactly right for your team and that means loving them. I know it seems odd but it is true.

Trust

This is what it says on the tin. You need to be able to trust your team in order to be effective together. If you don't trust your team you will slowly stop having a team as you will end up doing all the work yourself. Trust is best built over time but sometimes as a leader we have to give people the benefit of the doubt.



This is about how you see your team and how you go about being a leader. You are not in a position over anyone, you are not above, you are not better. As a leader you are there to serve your team. You must have the upmost respect for all people and work within your authority, the second you don't you will lose their respect and thereby your ability to maintain any trust.

Respect

For more detail and information on trust and respect flip over to the following pages!

Trust



Trust goes both ways, your team needs to trust you, however, this is only to a certain extent and will often be gained over time as you offer help and support. If you are worried about having a lack of trust in either direction, then it is worth completely stopping and evaluating. There is no point pressing on without trust, you need to face this issue first. However, if you are in a situation where the task is of utmost importance, then you may need to put all this aside and get on with the task together. Often teams with difficulties are able to pull through for the good of the task and this can sometimes help them get over their differences.

Why is trust so important for leadership? Trust is what will allow you to step back and get the wider picture, this is essential! If you cannot step back, if you are constantly stepping in and intervening you will never be effective. If a lack of trust persists eventually your team will start to stumble, lose direction and even stop working altogether. This is due to the fact that you are having to step in so much that you are unable to take that leadership position and so your team now has no leader to take it forward.



What if I'm meeting people for the first time and have to lead them straight away? Well, actually people will trust you to a reasonable degree even after just meeting you, this of course only goes so far and varies depending on the person, however, you can take that initial amount of trust and build on it.



What if your team is made up of untrustworthy people or your team are actively working against you? This is more common than you may think and the solution is simple. You must return their distrust with trust. Confused? So, despite their intent towards you, you must let go and trust them. Still sound strange? They will not begin to trust you if you openly show them you don't trust them. You must make the first move and give them the benefit of the doubt, even if they keep throwing it back in your face. An option which many choose but is risky is monitoring their work much more closely until they regain your trust. This often makes situations much worse and can have the opposite of the intended effect, however, sometimes it's the only thing you can do.



Respect



This is exactly what it says on the tin. Respect your team and respect yourself. Sometimes we have to ask people to do things they don't want to do but that must be done with the upmost respect. Sometimes we have to make difficult decisions to do what is right but that doesn't mean we get to disrespect anyone. This also means that you need to do what you say you will. Words are just words, they must be backed up with action. To respect your team members is to do exactly what you tell them you will. Lying is unacceptable and never gets you anywhere.

If you respect your team and lead with humility people will start to respect you, this is key. The respect your team will have for you is what allows you to lead them. It is not until your team respects you that you will be able to lead them effectively. A rank or position in an organisation means nothing. If you do not have the respect of your team you will never be their leader, you will only ever be their manager.

TRUST → RESPECT