



Six qualities to develop to reinforce your leadership

The challenge

Being a good leader requires qualities complementary to those necessary to be a good manager. Indeed, leaders must not only guide their own team's contribution, but also exercise a driving influence on the performance of the organization as a whole. This means managing the contradictions inherent to being responsible for numerous and complex issues, such as juggling different timelines and reconciling stakeholders with often divergent interests.

Six complementary qualities

Leaders must develop the qualities needed to manage the day-to-day complexities of their role.

Be able to process a lot of information and resolve complex problems:

- Manage the flow of information by prioritizing it in order of importance.
- Learn to ask your peers for advice, especially for high-stakes decisions.
- Set aside time to think and put things into perspective, particularly when you are faced with a complex problem.

Learn to understand and work with people of diverse backgrounds and experience:

- Get involved in cross-company projects to collaborate with people who have diverse profiles and interests.
- During cross-company projects, take the time to talk with your colleagues and subordinates to understand their perspectives better.
- Encourage the confrontation of ideas to capitalize on the diversity of approaches and viewpoints.

Manage uncertainty and risk-taking, while being able to bounce back from failure:

- Analyze your failures by working to identify the lessons you could draw from them.
- Identify the risks inherent to each project in order to anticipate them and take appropriate precautionary measures.
- Do not hesitate to ask your subordinates for feedback. Learn to accept potential criticism and admit your mistakes.

Identify the precursory signs of market shifts and adopt an innovative approach:

- Stay in touch with the changing expectations and needs of your customers, shareholders and employees.
- Regularly gather intelligence on the latest innovation trends, not only on the national level, but also in the rest of the world, if appropriate.
- Cultivate your credibility and seek creative solutions to common problems, for example, by taking a fresh look at your assumptions from a completely different perspective.



Be willing to make sacrifices and invest your energy for your company:

- Put the vision of your company into perspective. How would you define it? How could you convey this vision to your teams?
- With this in mind, clarify what you could bring to the firm, e.g. *human skills, know-how, decision-making skills, etc.*
- Clarify your career priorities and objectives: how willing are you to make personal sacrifices for the company?

Have enough energy to manage several projects at once and face the unexpected:

- Manage your agenda carefully: set aside time to deal with the unexpected to avoid needless stress.
- Don't forget to give yourself time to recharge your batteries to be efficient over time. If possible, plan time for regular R&R in your agenda.
- Plan specific blocks of time to advance on important projects, as well as time when you are available to advise your subordinates.