

4 Things You Can Do Right Now To Increase Your Leadership Effectiveness

1

Start Listening - Really Listening

Most leaders talk more than they listen, but the best ones flip that.

- Schedule 1:1s and ask open-ended questions: “What’s working for you? What’s not?”
- Create safe spaces for feedback.
- Resist the urge to problem-solve right away—listen to understand, not just respond

Impact: Builds trust, surfaces blind spots, and shows team members they’re valued.

Clarify Expectations and Purpose

Misalignment kills momentum.

- Set (or reset) clear goals and roles.
- Tie daily work to the bigger “why” - the mission, the impact.
- Eliminate ambiguity wherever possible.

Impact: Boosts accountability, empowers decision-making, and energizes the team.

2

3

Model the Behavior You Want to See

People watch what you do more than what you say.

- Be on time. Own mistakes. Follow through.
- Show vulnerability where appropriate—it encourages openness.
- Demonstrate curiosity, calm under pressure, and kindness in conflict.

Impact: Culture starts at the top. Modeling sets the tone and shapes team dynamics.

4

Block dedicated time on your calendar every week for management/leadership activities:

Many people leaders treat their manager/leader responsibilities as secondary in importance to any front-line duties that may be on their plate. Some things you might do in that blocked time:

- 1:1 meetings with employees.
- Complete and deliver performance reviews.
- Give real time coaching and feedback.
- Set goals and evaluate progress.
- Hiring/recruiting activities.
- Consult with HR on challenging employee issues.
- Read leadership books/articles and/or attend trainings to keep your skills sharp.

Impact: Empowers you to approach these duties thoughtfully and proactively, instead of reactively, ultimately increasing your leadership effectiveness.