

## Diplomatic Leadership

Whether managers are seeking leadership positions, or entrepreneurs are evolving their organization, they should consider transitioning into a more diplomatic and tactful orientation.

If tasks and daily accomplishments have been your primary drivers, you are limiting your impact unless you evolve into a different mindset that redefines your oversight of the organization.



The transition to diplomatic leadership is most effective when there are embedded expectations that define accountability, enabling you to confidently retreat from constant oversight.

Do your employees have documentation of what is required from a compliance, skills, and performance perspective? Is there respect for company policies such as absence, holidays, sickness, or appraisals, and an understanding of their relevance and importance?

Routinely reexamine the processes and procedures for each department, and reignite a cultural focus on standards of performance. Provide training to refresh employee soft skills, such as conflict resolution, listening, communication, teamwork, influence, and problem solving.

With these fundamentals in place, your attention can focus on the development of a management team. Diplomatic leaders embrace teamwork, promote a healthy work environment, and place managers in positions that leverage their strengths.

They balance the use of their authority to avoid undermining the organizational structure, while elevating expectations to challenge managers out of their comfort zone.

Diplomacy can be both tactful and direct, and a diplomatic oriented leader must be prepared for a tipping-point in every interaction that demands unfiltered communication.

Diplomatic leadership has the natural skills to:

- Create a management team that balances their strengths
- Be a calming influence when tensions become unproductive
- Treat mistakes as an opportunity for development

Diplomatic leadership must also be comfortable when:

- Confrontation or intervention is necessary
- Elevating expectations when sensing complacency
- Maintaining personal boundaries

Regardless of your leadership journey, it starts by understanding your natural leadership orientations.

Whether an individual is preparing for a leadership role, or has been in a position of leadership for a time, a leadership assessment is a powerful tool to determine their natural leadership orientation.