



Self Leadership, Self Awareness and Improved Productivity

Thabo Shenxane
COO/Acting CEO
Amathole Economic Development Agency
(Aspire)
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Governance and Leadership Programme

The programme was over 8 months and comprised of the following modules:

- Understanding Leadership and Management for achieving key results in the Governance Sector
- Co-creating a compelling Vision for **Self** and Society
- Driving Social Innovations through Collaborative Prototyping
- Consolidating and expanding Leadership Capacities


Where is Amathole District

- Head Office: East London
- Main Towns: Butterworth, Idutywa, Stutterheim, Carthcart, Peddie, Alice, Hamburg, Fort Beaufort, Adelaide and Bedford
- Mostly rural towns
- Population of about R900 000 people
- Constituted by 7 Local Municipalities
- Governed by an independent Board of Directors
- Aspire has 26 staff members

Some of the challenges facing the Eastern Cape Province (PGDP 2011)


- Delivery of public services are uneven and often of poor quality, generally.
- The provinces public service is unprofessional and underperforms in many spheres
- It is characterised by poor administration, a poor work ethic and weak consequence management

I apportion this to the lack of Leadership, both political will and administrative weaknesses



What I personally took away from the Leadership Programme is a concept of Self Leadership and Self Awareness

What is Self Leadership?

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- Great Leadership is a cultivated art (devote yourself in it)
 - Leadership success or failures begin with how the leader approaches him/herself
 - Approaching self means the ability to control your emotions
 - Provides you the ability to choose your thoughts carefully in situations
 - Ensuring that your actions are mainly driven by your personal values rather than personal gain (Integrity)




“Exceptional Leadership distinguish themselves because of superior self-leadership”

Daniel Goleman, write of a number of books on Leadership and Emotional Intelligence



“We should invest 50% of our leadership amperage in self-leadership and the remaining 50% should be divided into leading down, leading up and leading laterally”

Mr Dee Hock, Leadership writer for over 20 years and a Laureate in the US Business Hall of Fame.



**Lead yourself, lead your
superiors, lead your peers and
free your people to do the
same, all else is trivial”**


Mr Dee Hock, Leadership writer for over 20
years and a Laureate in the US Business Hall of
Fame.




“If you want your team to perform heroically, be a hero yourself”

Chris Lowney, in his book Heroic Leadership

Four Different aspects of Self-Leadership


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- **Self awareness:** knowing ones values, strengths, weaknesses and emotional needs
 - **Self management:** recognise your passion, gifts, emotions and abilities
 - **Awareness of Others:** acknowledge the needs, passion, strengths, weaknesses of others
 - **Management of Others:** ability to motivate and develop potential of other people



“Great leaders begin with self awareness, then move on to self management, then proceed to awareness of others culminating to management of others”

This is not a linear but an interactive process.


Dr John Ng, Honorary Chair of Eagles Leadership Institute (ELI)




“In some instances, leaders are aware of themselves, their strengths, weaknesses, etc. BUT they lack self control, lose their cool more often, become unusually critical, behave inappropriately, want to do everything and are unable to keep their pride in check”

Dr Jon Ng


Why is self Leadership Important?

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- **Appreciating others:** when leaders are comfortable about themselves, they tend to appreciate others more
 - **Preventing derailment:** many rising stars self destruct without reaching their true potential
 - **Ensure long term success:** practicing self leadership ensures long term success.
 - **Leaving a Legacy:** self-leadership is essentially about leaving a great legacy for the people you are leading

Why is self-awareness relevant to the workplace

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- The current work environment is no longer about machines and doing repetitive work
 - The economy has shifted more from industrial to intellectual
 - The workplace now is about **You** and what you bring to the workplace
 - It is about the Power of **You!!!!**
 - More understanding of **You** makes it easier to what works in the workplace and work approach fits that particular workplace

Why is self awareness relevant in the workplace


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- Today, an employee's greatest asset is not their work, it is their thinking.
 - Employers will get a lot out of employees if they are aligned to roles where they do best and are more passionate about.
 - Leaders need to help employees discover their talents, strengths and passions

How can Self Awareness Boost Productivity




1. Individual Team Member Assessments:

How individuals score in these assessments offers insights into the priorities the employees bring to his/her work and how that affects his/her relationship with others.



“....People cannot be fulfilled in their work if they are not known. All human beings, regardless of their job titles, need to be understood and appreciated by someone in a position of authority....”

Accenture Survey, 2014
(Skyways Magazine), SA Airlink



“.....people want to be known for who they are and also the fact that what they do matters.....”

Accenture Survey, 2014
(Skyways Magazine), SA Airlink

How can Self Awareness Boost Productivity

2. Group (Team) Assessments:

“Not finance. Not Strategy. Not Technology.
But Teamwork.”


It is teamwork that remains the ultimate competitive advantage, both because it is so powerful and rare”

Patrick Lencione

How can Self Awareness Boost Productivity


3. Leader Assessment

To steer the team effectively, it is essential for leaders to understand how they are viewed by team members.



“The result? You will walk away with powerful, personalised strategies for greater leadership effectiveness, more powerful, productive team”

Diedre Sanborn



“Learning more about your team’s strengths, passions, weaknesses goes a long way in enhancing worker productivity”

Diedre Sanborn





Thank you very much!!!!