

INSPIRATION IS NOT ENOUGH

How to be a leader who enables *and* inspires

5 key tips

A CHIRP GUIDE



I think you're really inspiring.

Now what?

We often hear that inspiring others is a leadership essential. And we agree.

But, on its own, it's not enough.

The most effective (and inspiring) leaders also enable. They embody what they seek in others, and show how it can be achieved. In doing so, they help colleagues take their inspiration and turn it into action.

Our guide offers five building blocks to help you become a leader who enables as well as inspires your team – particularly if you're leading change.

The perfect balance between them will be different for everyone, and shift with the people you lead. So embrace fluidity to get the best out of your own leadership style, and enable your team to excel.



1. Don't just tell, be

Embodying what you think and believe is hugely compelling. Most of us value integrity, and see it in people we perceive as coherent. Not solely in what they think, say, and do – but in how they say and do it.

So pay attention to your body language, facial expression, tone of voice and eye contact. Make sure they mirror, and don't undercut, your meaning.

The clarity that creates will build trust and understanding, helping others to share your vision and embody it for themselves. And that, in turn, should result in fewer mistakes, less effort, and better, more sustainable results.

2. Reconnect with your body

Most of us unwittingly communicate our feelings to others most of the time, so it's worth being aware of them yourself.

Take a minute to reconnect with your body by scanning down from head to toe, noticing any areas of tension or comfort. Then notice your breathing and emotions.

Just a few moments like this can help you notice, sit with or channel how you feel more effectively. And that will help you stay present in the moment and connected with those around you, resulting in greater influence and impact.



3. Tell stories

It's a term that's bandied about and seems to resist concise definition. Yet storytelling is vital because bland instructions, reports and requests often produce bland results.

Storytelling engages your listeners' emotions, helping them care about and own a project for themselves. That emotional connection also deepens understanding, enabling them to deliver precisely the right feel, tone and attitude. Which is often what makes great work shine.

Your stories don't need to be long, fictional or prescriptive. They do need to be delivered in a coherent way (see 1, above!). There's more on storytelling, and how to do it, in our three-part blog series: <http://www.chirp.org.uk/blog>.

4. Modelling

Giving your team a full, verbal explanation of what you want can be really helpful. And lead to misinterpretation.

Aim to model or demonstrate what you want to help your team deliver what you've actually asked for, rather than a version of it. You'll also swiftly find out if your request is unclear or unreasonable.

You might feel you don't have time, but the clarity will save you time and energy in the long run. And that's particularly helpful when leading change or exploring something new.



5. Cultivate agility

Working in an uncertain and complex climate can be as exciting as it is stressful. Either way, the ability to test, assess and act swiftly is critical.

So develop your personal and collective agility. Be responsive. Experiment and adapt. Give new ideas room to breathe. Engage with feedback, and note when an idea or approach works and why. And if it doesn't, try a different tack.

Agility is like a muscle. The more you exercise, the stronger you become, and the greater your capacity for more. If you start small and practice often you'll make fast progress when everything's calm, and be well equipped when it's not.



Need to improve your influence and impact as a leader?

We can help

Chirp offers personalised, one-to-one coaching to help you lead with authenticity, develop greater presence and make the impact you want.

We focus on your unique talents and personality, combining physical techniques with insightful questioning to enable you to show up as your most honest and influential self.

Call +44 7989 976 316 and speak to Kamala or e-mail kamala@chirp.org.uk to find out more about how we can help you.

