

# 5 Leader Keys

## *For Unlocking Employee Potential*

How do you feel about the best leader in your organization? People often highlight the synergy between their drive, talents, and teamwork abilities rather than intelligence and technical skills. Crown helps you hear and recognize key qualities these managers use to unlock peer potential. These 'keys' are clear patterns in a manager's attitudes, beliefs, and behaviors lived out at work and home we call 'life themes'. Below is a condensed version of our Leader Life Themes and their attributes to help you quickly connect with these qualities. As you read, does this remind you of your best leader?

### **1** Positively Relating

#### HOW DO EXCELLENT LEADERS CONNECT?

##### **Rapport**

Quickly forms positive and productive connections for mutual benefit and trust.

##### **Communication**

Seeks two-way, collaborative, and open interaction for mutual understanding.

##### **Empathy**

Identifies with others at the emotional level to help them remain productive in all situations.

### **2** Mission Focusing

#### WHAT DRIVES AN EXCELLENT LEADER?

##### **Positive Mindset**

Remains enthusiastic about employee potential and helps others see opportunities for success.

##### **Service to Others**

Exhibits passion and energy for leading and developing adults towards a shared vision.

##### **Mission Advocate**

Commits to developing employees' strengths and talents while achieving the mission of the organization.

## 3 Mobilizing Others

### HOW DO EXCELLENT LEADERS ENGAGE?

#### **Motivating**

Understands and utilizes the intrinsic motivations of staff.

#### **Delegating**

Incorporates the core strengths and interests of individuals as a part of achieving personal and team goals.

#### **Mentoring**

Uses objective information to collaborate with employees for continuous growth.

## 4 Results Focusing

### HOW DO EXCELLENT LEADERS MEASURE?

#### **Planning**

Prioritizes short and long-term goals in a flexible and highly collaborative manner.

#### **Decision Making**

Makes decisions objectively with insights from people affected.

#### **Accountability**

Creates shared accountability for high standards and performance of the team.

## 5 Multiplying Impact

### HOW DO EXCELLENT LEADERS EXTEND?

#### **Knowledge Building**

Believes each team member is an intricate part in enhancing the knowledge and experience of the organization.

#### **Intercultural Connections**

Builds positive bonds with individuals and diverse teams for mutual appreciation.

#### **Resource Allocation**

Collaborates for the responsible use of financial resources to enhance the effectiveness of the organization.



*For a complete description please refer to Crown's "Life Themes of an Outstanding Leader."*

CROWNGLOBALHR.COM / 402-817-0123