

Are you a boss or a leader?

July 2020 | LinkedIn Articles by Betsey Fortlouis



Today is National Boss's Day, and while we often throw around the terms boss and leader interchangeably, there are a number of differences.

At InnerWill Leadership Institute, we believe that leadership is a choice and not a title, and that people can be extraordinary leaders at any level. This means that some bosses may not be effective leaders, while some associates who may not have supervisory roles are amazing leaders.

A leader is part of the team they are leading. They take the time to invest in their associates — asking curious questions, actively listening to, and looking for understanding from their team. Motivated by purpose and passion, they influence those around them.

While it's incredibly important for a leader to build consensus, there are also times when a leader must remember his/her role as the boss. He or she may face surprises or challenges and must lay down the law; make difficult decisions or have hard conversations around what it might look like to let someone go or dissolve a business unit.

As a leader, it is so important to always act with courage and compassion and build trust each and every day. So, how do you do this?

- Be very clear on what your vision and mission is for an organization and share it. Don't forget to ask for feedback. Get people aligned with that vision and make sure they understand the "why."
- Listen actively and create an environment where people know you have their collective interests at heart.
- Focus on accountability. Make sure there are clear goals, as well as systems of rewards and sanctions.
- Use clear and effective communication.

- Develop your emotional intelligence. True leaders take the time to understand who they are and what makes them tick. Discover how your core values align with the values of the company and your management style.

There are tools and services to help!

InnerWill offers a variety of programs and services that help leaders and organizations be more effective — including an assessment tool called Insights Discovery. Self-awareness is key to the success of every individual, and that's exactly what Insights Discovery delivers. A better understanding of self and others means that relationships at work can become vehicles for, not barriers to, business success. Insights can help leaders perform at their highest level and promotes effective relationships at work, by improving communication, decreasing conflict, and leaving more time to get the job done

Leadership Coaching is another valuable tool. Our certified coaches work one-on-one with leaders to identify their goals, practice new skills in support of their organization, gather feedback, and make choices that align with their values.

[Learn more about all of InnerWill's services and customized programs at innerwill.org](https://innerwill.org)

What changes can you make to be a better boss and more effective leader? I'd love to hear from you. Comment below or send me an email at betsey.fortlouis@innerwill.org.

Happy Boss's Day!



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