

Surviving & Thriving as a Leader

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Important Leadership Principle

All effective leadership rests on
building solid one-to-one
relationships with people

Two Major Blocks

- ▶ Isolation
- ▶ Hostility

- ▶ “I felt I was hearing nothing but criticism. Nothing that was positive was being acknowledged. It’s true that I did make mistakes but why isn’t there something positive being acknowledged?”

- ▶ “When you came in in the morning, they would take you apart straight away. So you didn’t have a chance. You never seemed to be ready for the attack when it came. You were always caught off guard.”

- ▶ “So that every time any minor thing went wrong, he would send abusive emails or he would ring me and scream at me or he would be quite nasty generally.”

Effects

- ▶ Stress
- ▶ Demoralised
- ▶ Self-doubt
- ▶ Becoming careful or wary
- ▶ Feeling drained of energy
- ▶ Difficulty sleeping
- ▶ Prone to illness

Two Additional Effects

- ▶ Lose your connection to the vision
- ▶ Lose your connection to your own strengths







Particular Coping Strategies

- ▶ Difficulties are organisational, not just personal
- ▶ Time out to think
- ▶ “Supervision”, mentoring
- ▶ Counselling
- ▶ Peer support – listening network
- ▶ Staying connected to staff and listening
- ▶ Building a team – listening and think together
- ▶ Self-care

Meetings

- ▶ Give people equal time to talk
- ▶ No one speak twice until everyone has spoken at least once
- ▶ Focus on listening and understanding
- ▶ Hold discussion till all have spoken
- ▶ Simple questions – positive & negative
- ▶ Talk from personal point of view
- ▶ Confidentiality