



NEXT GENERATION LEADERS

What is every day leadership and why it's important?

If you ask google to **define leadership** google offers you 2,720,000,000 results. A lot of people have a lot to say about what leadership is!

Forbes says Leadership is a process of social influence which maximizes efforts of others towards achievement of a goal and says that leadership has nothing to do with:

- seniority
- organisational position or job role
- salary
- personal attributes
- knowledge
- management
- followers
- vision
- empowerment

Forbes definition is hard to understand too. What is a **process of social influence** and why do goals have to be collective?

Investment (money) in organisational leadership is usually spent on hierarchy (in other words the higher up the organisational **food chain** you are, the more likely you are to get the training) BUT what if that's a mistake? Everyone knows a senior member of staff in an organisation who can and another who can't lead. We all understand their impact. Everyone can think of someone who came along in their life, did something out of the ordinary and changed their life. This could be a person with a disability, a family member, or a Support Worker.

"Leadership in Support Work is saying I hear you - I hear you in what you say, how you are and who you are. Achieving the goal – is not the outcome – it's the real journey that matters."

Tamara

Leadership and people

What's your legacy?

*The legacy you leave to others
and the legitimacy you give to
yourself?*



In truth the only kind of leadership is **every day**. In our working and home lives there are people who step up to the plate, understand their own personal talents and put them to good use, they make things happen, they make a difference and we see and feel their impact.

Every human being has the potential to lead. Organisations need people at every level who are confident and brave enough to make their mark and leave a legacy. Every human being can, unless they don't.

NGL Grads 2021 – What we have to say about leadership

“All kinds of leadership are beautiful; you don't need to be a version of someone else – you can be your own brand.” – **Ibrahim**

“You can't ask people we support to take personal growth journeys if we haven't had a go ourselves.” – **Hayley**

“Looking after yourself is the foundation of looking out for others.” – **Ry**

“Leadership is not hierarchical, it's what I bring to it, Support Workers are amazing leaders.”

Andrew

“A good leader doesn’t just come up with ideas – you follow through with them. Purpose is what gives life meaning and I can do this in my role.”

Liam

“Fresh eyes are important – keep them open, use info wisely don’t just accept the judgement of others. Leadership close to people – means it’s in the detail – work to understand it, meeting people where they are at – too much support disables people, too little disempowers people.”

– **Chris**

“Reflection is not extra work – it is the work.” – **Nat**

“There is a need to support yourself in this role – look after yourself to make sure your tank is full, to be able to lead with confidence, self-belief and purpose is so important to success.” – **Bettina**

Want to know more?

Check out WAIS – Western Australia Individualised Services

<https://waindividualisedservices.org.au>

Interested in Next Generation Leaders 2021 contact;

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