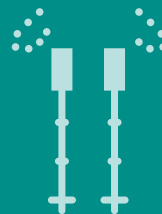


# Self Development Guide Leading Leaders

Module 2  
*Culture / Tikanga*



# Culture

**Culture** is 'how we do things around here' and as a leader you have the exceptional opportunity to guide people around how they feel and think about their work. Leaders who focus on bringing out the best in people to achieve exceptional results drive high performance. Positive leaders focus on building genuine trust, providing clear purpose, supporting collaborative behaviours and expecting personal accountability with all their team members. Positive leaders engage people by emphasising what elevates them, what they do well, and how they can be inspired to deliver extraordinary results.

# Tikanga



## Ideas and inspiration to get you thinking

Explore the Langley Group website on Positive Psychology

→ <https://langleygroup.com.au/what-we-do/positive-psychology/>

Watch Ted Ed Video by Marcus Buckingham - The Business Case for Strengths

🕒 12 minutes

→ <https://ed.ted.com/on/Va4thRMn>

Read the article at Gallup News by Tom Rath - The Impact Positive Leadership

→ <http://news.gallup.com/businessjournal/11458/impact-positive-leadership.aspx>



## Reflection questions

to help gain clarity, purpose & meaning

Complete the following table reflecting on each of your direct reports:

Team member	What are their strengths?	What ways could you use their strengths more?	What is likely to motivate them? What will inspire them?	What are their growth opportunities?	How often do you meet face to face?	How often do you talk about strengths with this team member?

**From the previous table:** Reflect on what you can stop/start/continue to support a positive team culture:

<div style="border: 1px solid black; padding: 5px; margin-bottom: 10px;">                 What will I STOP doing?             </div>	▶	<div style="border: 1px solid black; padding: 5px; margin-bottom: 10px;">                 What can I START doing?             </div>	▶	<div style="border: 1px solid black; padding: 5px; margin-bottom: 10px;">                 What can I CONTINUE doing?             </div>

**Reflecting on the article at Gallup News by Tom Rath, The Impact of Positive Leadership – how are you presently impacting ratios within your own team?**

<div style="border: 1px solid black; padding: 5px; margin-bottom: 10px;">                 Ways I support positive ratios in my team             </div>	<div style="border: 1px solid black; padding: 5px; margin-bottom: 10px;">                 Ways I reduce positive ratios in my team             </div>
<i>Saying "good morning" to all team members I meet</i>	<i>Not saying "thank you" to the team at the end of the day</i>



