



BUSINESS ANALYSIS CONFERENCE EUROPE

16 - 18 September 2024 • London, UK

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Level up your BA leadership

The principles of becoming a principal

Graham Newton

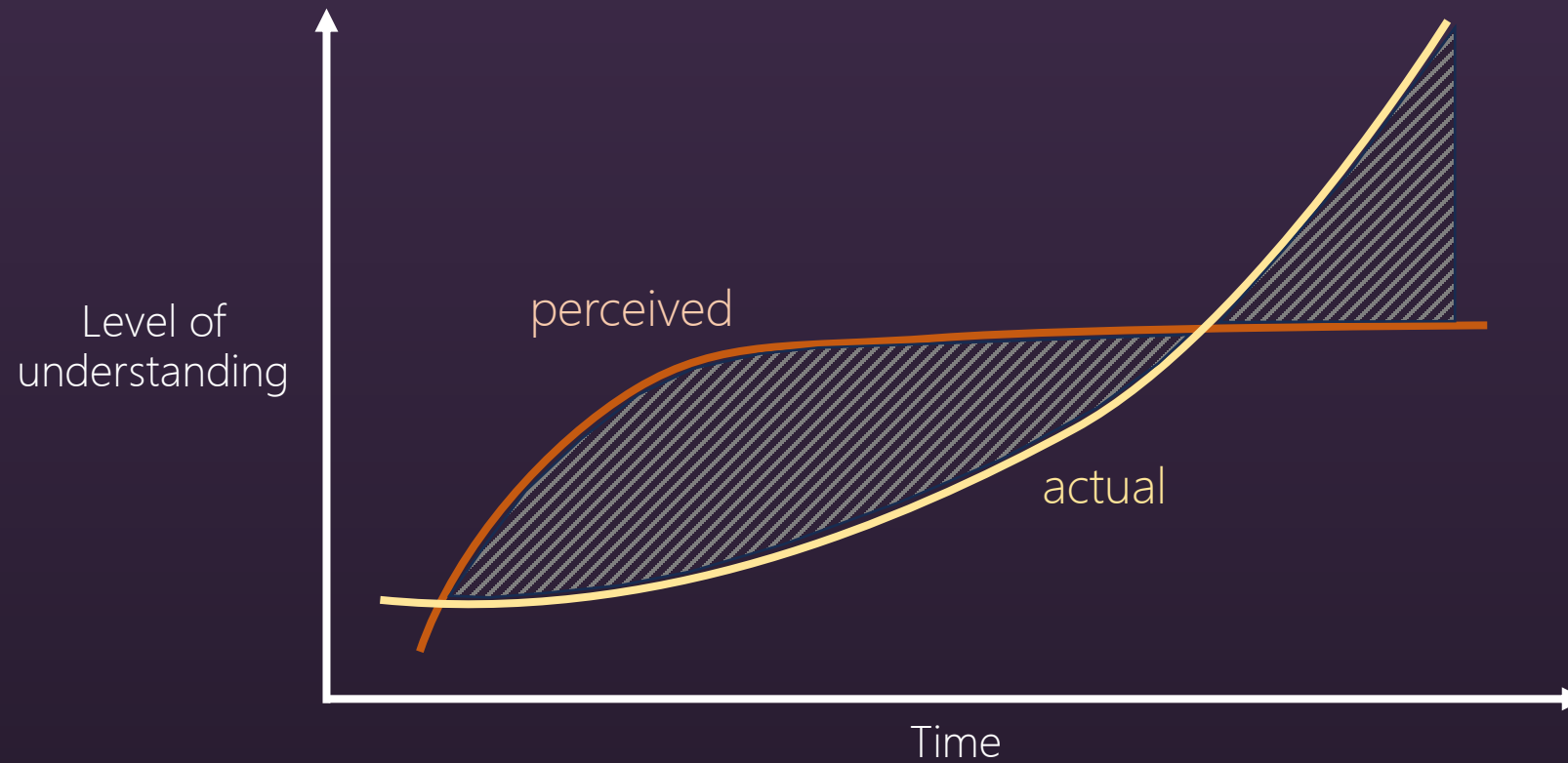
Defining Leadership

A common understanding as the basis for a conversation

Leadership is a set of **intentional behaviours which enable others** to be at **their best**, starting with **yourself**..

...to get **somewhere awesome**

Learning to Lead



Leading Yourself

Navigating the inner landscape of Self-Leadership

“If you look to lead, invest at least 40 percent of your time **managing yourself.**”

-Dee Hock, founder of Visa

Awareness of Self

- Values
- Unique Strengths
- Preferences
- Limitations
- Motivations



Self-Awareness Canvas

What do you value?

What are your Preferences?

Why lead? What are your goals?

What are your limitations and biases?

What are your Strengths?

Anything else?

What do others say?

Leading Stakeholders

Managing your impact on others & leading without permission

Leadership Characteristics

Honest

Ambitious

Imaginative

Cooperative

Broad-minded

Forward-looking

Independent

Courageous

Mature

Intelligent

Fair-minded

Inspiring

Caring

Straightforward

Competent

Supportive

Loyal

Determined

Dependable

Self-controlled

Leadership Characteristics

Honest

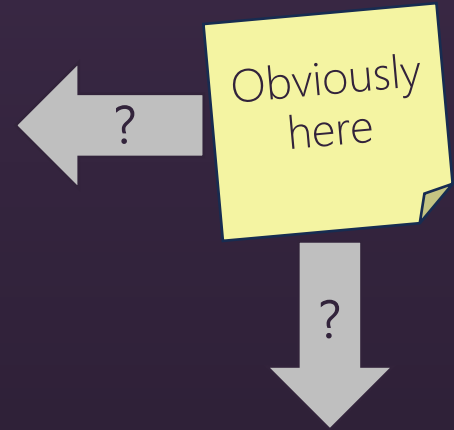
Forward-looking

Inspiring

Competent

Honesty /
Trust

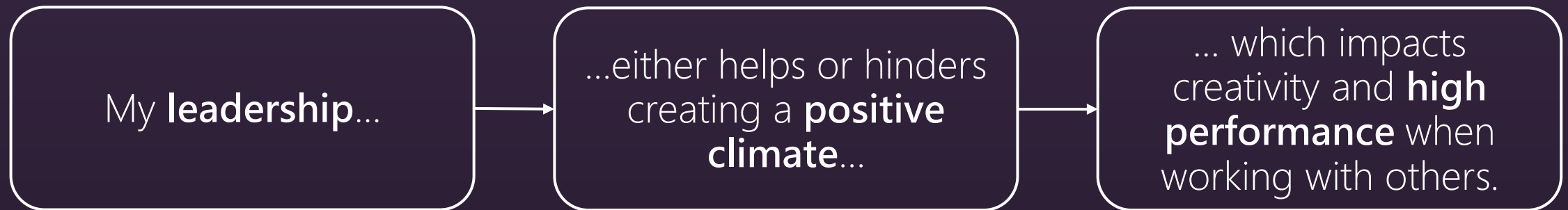
Competent



Leadership and Climate

"No single separate influence produces a more lasting effect on behaviour and feelings than the daily exposure to a **particular psychological atmosphere.**"

~Göran Ekvall



Leading Stakeholders

- Character aware
- Intentional approach
- Climate control
- Defer & Affirm
- Power of Sorry



Stakeholder Awareness Canvas

What do they value?

What are their preferences?

What are their goals?

Anything else?

What are their strengths? What do they like?

Your Approach?

What are their limitations and biases? What don't they like?

Stakeholder Leadership Plan

How could I appropriately communicate my role & my approach?

How can I demonstrate admired leadership qualities?

What will I do if things don't go as planned?

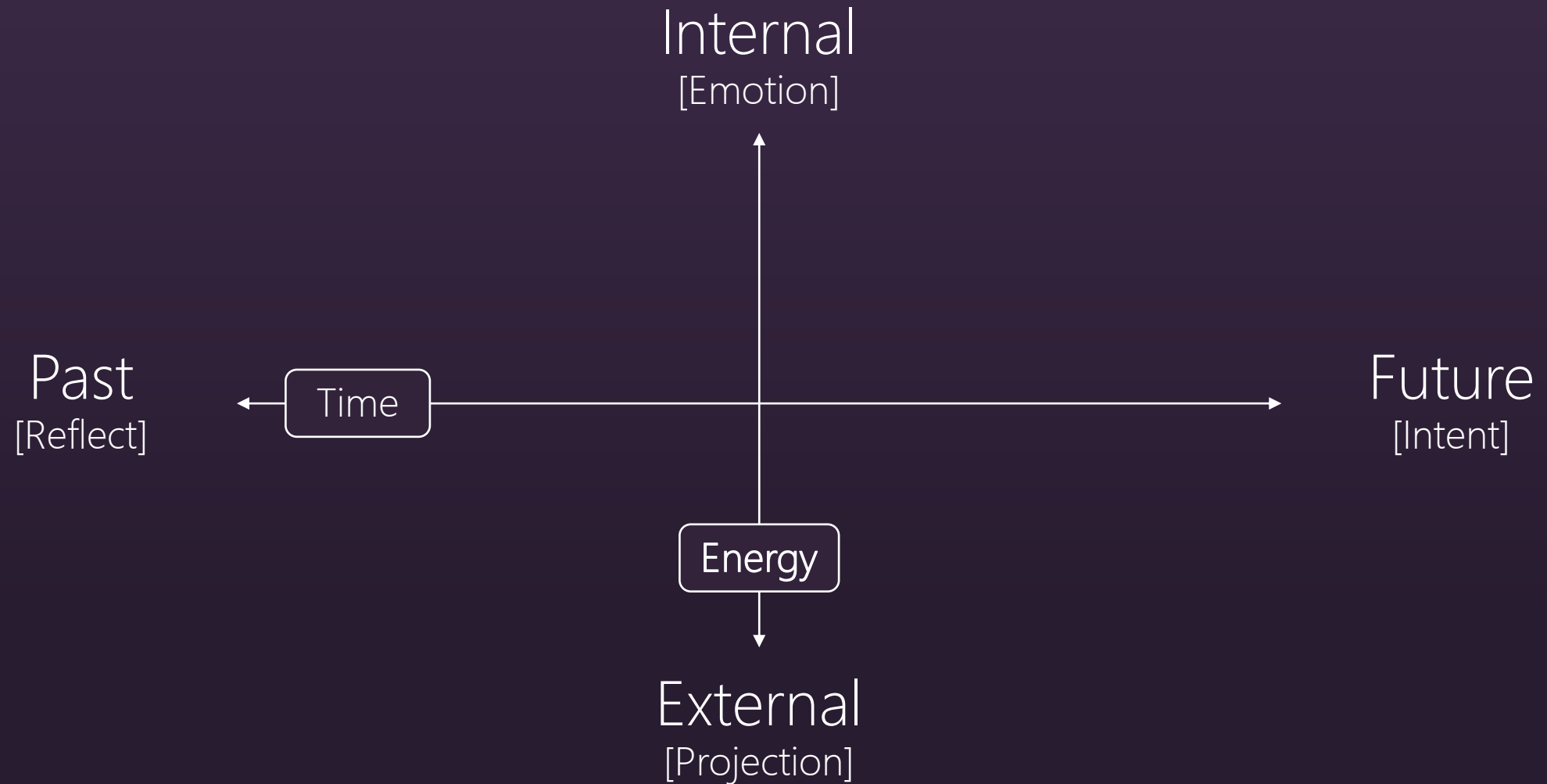
How will I tend to the Psychological Climate?

Anything else?

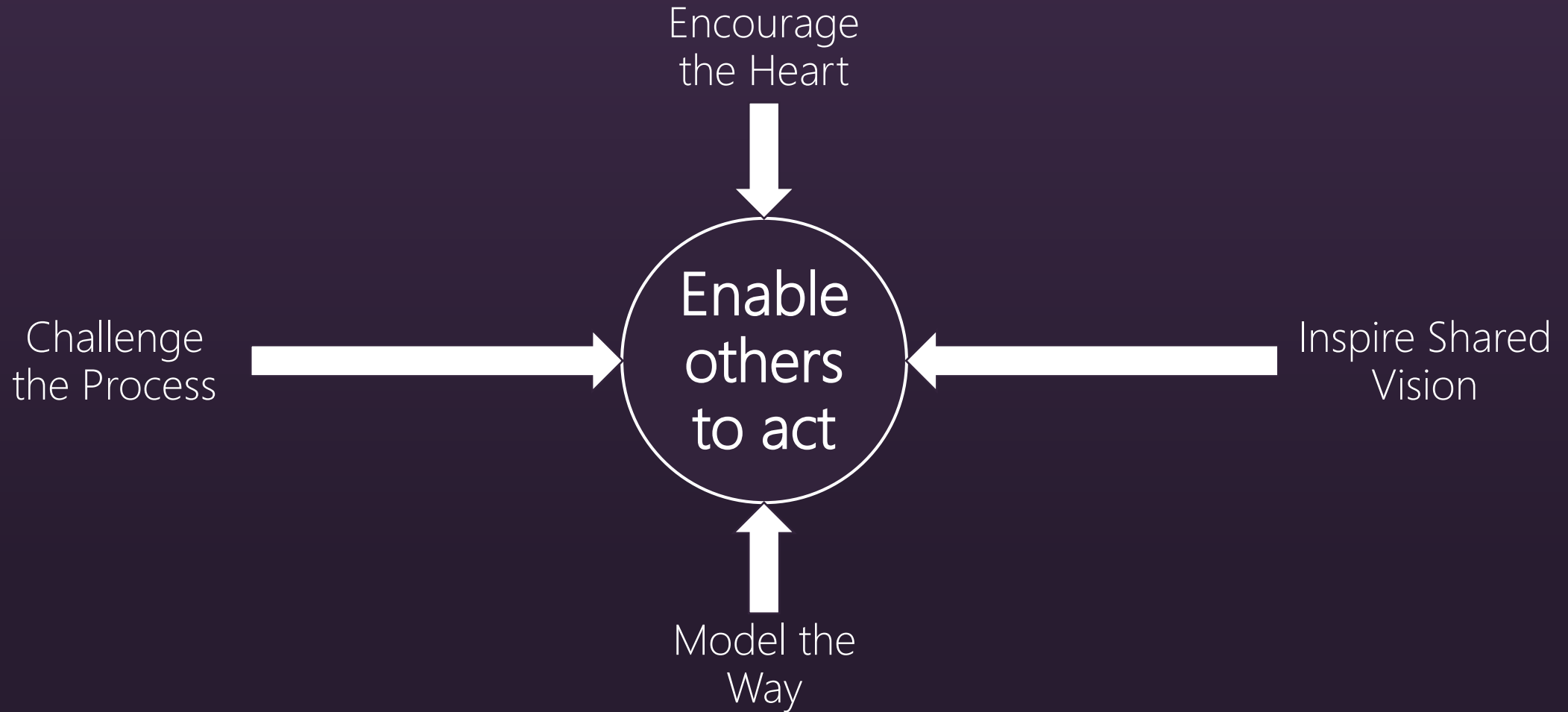
Leading Teams

Empowering others to excel

Helping those we lead to thrive



Helping those we lead to thrive



Team Leadership Plan

What is your inspiring shared vision? (*Clarity instead of ambiguity*)

How are you reflecting on the past? (*Learning instead of blaming*)

How are you encouraging the heart? (*Trust instead of fear*)

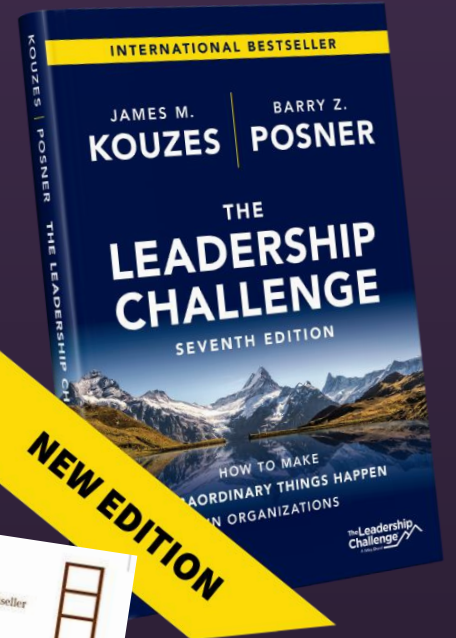
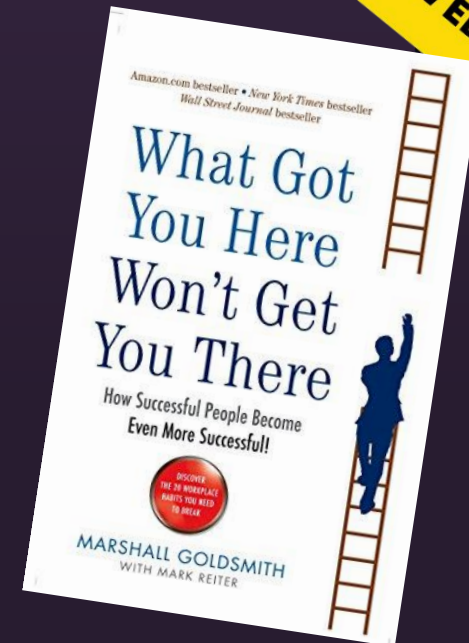
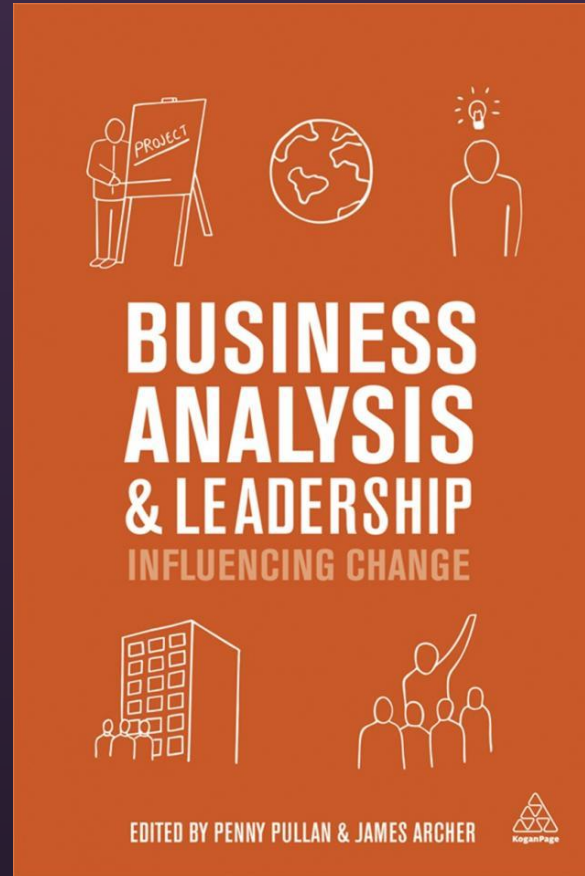
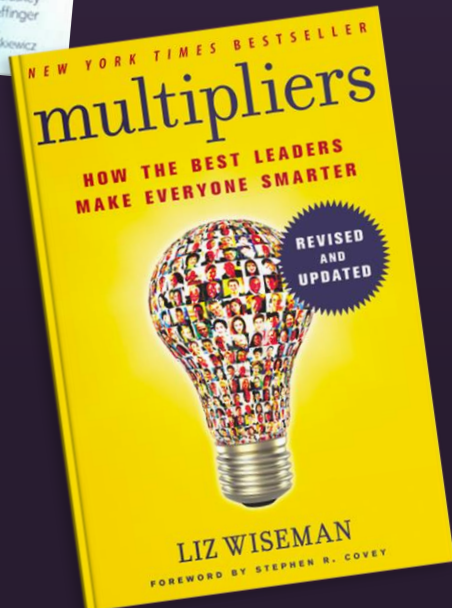
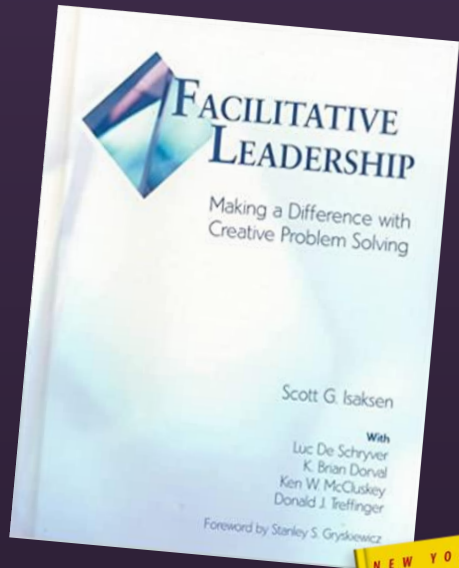
How are you modelling the way? (*"With me" instead of "for me"*)

How will I tend to the Psychological Climate?

What have you got to let go of?

Anything else that you need to do to Enable others to Act?

Book recommendations....



Thank-you
Questions?



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