

The Seven Most Common Mistakes Leaders Make

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Why Effective Leadership Is Important

Leadership impacts every corner of an organization, from employee engagement to productivity, retention, innovation, and financial performance.

Review Leadership Statistics

- View the statistics on the **PowerPoint slide** in a **live workshop**,
- [Click this link](#) or scan the QR code for a live workshop, eLearning or video courses.



Reflect and Discuss

As you review the statistics, take a few moments to reflect on what they mean for you and your workplace. Consider the following questions:

1. What is your initial reaction to these statistics?
2. Which statistic resonates most with you or your organization, and why?
3. How do you see leadership impacting your workplace, either positively or negatively?
4. What might be different if strong leadership practices were applied more consistently?

Be a Great Coach

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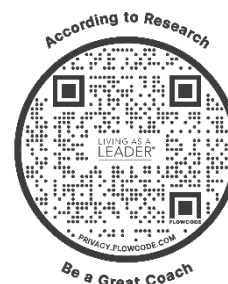
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The Business Case for Coaching

Coaching is no longer a “nice to have,” it’s a strategic leadership tool that drives performance, engagement, and organizational success.

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Reflect and Discuss

As you review the statistics, take a few moments to reflect on what they mean for you and your workplace. Consider the following questions:

1. What do these statistics reveal about the power of coaching in the workplace?
2. How often do you provide meaningful feedback or coaching to your team members?
3. Where do you see opportunities to improve your coaching approach?
4. What might shift in your team’s performance or morale with more consistent coaching?

Create a Culture of Employee Engagement

Build a Case for Employee Engagement

Employee engagement isn't just about workplace satisfaction, it's a critical factor that influences productivity, performance, customer loyalty, and overall business success. Organizations with engaged employees consistently outperform those without.

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Build a Case for Employee Engagement

Reflect and Discuss

As you review the statistics, take a few moments to reflect on what they mean for you and your workplace. Consider the following questions:

1. What stands out to you about these statistics?
2. How would you describe the level of engagement within your own team or organization?
3. In what ways does leadership influence engagement, based on your experience?
4. What's one action you could take to strengthen engagement on your team?

"Great managers maximize the potential of every team member and drive your organization's growth. And they give every one of your employees what they want most: a great job and a great life. This is the future of work."

It's the Manager, Clifton and Harter, 2019

Support Yourself and Others Through Change

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The Business Case for Managing Change

Change is constant, and how leaders manage it can determine whether an organization thrives or falls behind. While change initiatives are common, their success depends heavily on leadership behavior and how people are supported throughout the process.

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Reflect and Discuss

As you review the statistics, take a few moments to reflect on what they mean for you and your workplace. Consider the following questions:

1. What do these statistics suggest about how your organization approaches change?
2. Have you experienced a successful or failed change effort in your organization? What made the difference?
3. How do you personally tend to respond to change? How do you support others through it?
4. What leadership behaviors could improve your team's ability to adapt and succeed during change?

Resolve Conflict

The Impact of Conflict in the Workplace

Conflict isn't something to avoid, it's a natural part of working with others. In fact, when handled well, conflict can lead to stronger relationships, better decisions, and greater innovation. The real issue isn't conflict itself, but how it's managed. Leaders who know how to navigate conflict constructively can turn tension into progress and create a healthier, more resilient workplace culture.

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Reflect and Discuss

As you review the statistics, take a few moments to reflect on what they mean for you and your workplace. Consider the following questions:

1. How often do you encounter conflict in your workplace and how is it typically handled?
2. What stands out to you in these statistics?
3. Why do you think conflict is often avoided rather than addressed?
4. What leadership behaviors help deescalate or resolve conflict in a healthy way?