



EXECUTIVE EDUCATION

Leading by Example: Modeling the Behaviors You Want to See

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Overview

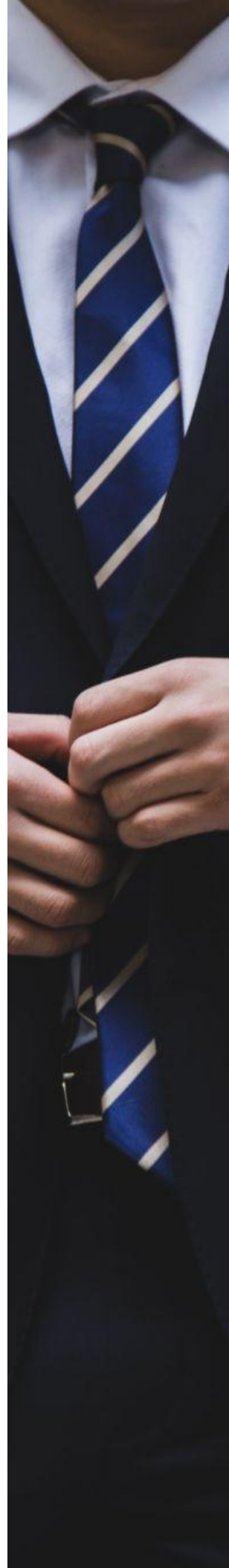
Leading by example is the act of modeling the behaviors, attitudes, and values you want to see in others. It involves demonstrating the actions and practices you expect from your team, and setting a standard for excellence that inspires others to follow suit.

As a leader, you have a significant impact on the culture and performance of your team. By leading by example, you can create a positive and productive work environment that fosters growth and success. When you model the behaviors you want to see, you can build trust, credibility, and respect with your team, and inspire them to reach their full potential.

In this White Paper, we will explore the importance of leading by example as a leader, and provide practical tips and strategies for modeling behaviors that drive success. We will cover topics such as communication, accountability, work ethic, and more, and provide examples of how you can apply these principles in your leadership role.

In This White Paper

- Identifying Desirable Behaviors
- Demonstrating Desired Behaviors
- Creating a Culture of Accountability
- Leading by Example in Difficult Situations





Identifying Desirable Behaviors

As a leader, it's crucial to identify the desirable behaviors that you want to model for your team. These behaviors should align with the organization's values and goals and serve as a foundation for how you want your team to operate. Here are some steps you can take to identify the desirable behaviors:

A. Defining desirable behaviors for the team and organization

To identify the desirable behaviors, you must first define what they are. Think about the behaviors that would contribute to the success of your team and organization. Consider the organization's mission and values and how these align with the behaviors you want to encourage. For example, if your organization values teamwork, then you may want to model behaviors that promote collaboration and communication.

B. Identifying behaviors that align with the organization's values and goals

Next, you need to identify the specific behaviors that align with the organization's values and goals. This may involve consulting with your team to get their input and perspective. You can also look at successful leaders in your industry or similar organizations to see what behaviors they model. It's important to ensure that the behaviors you identify are achievable and realistic for your team.

C. Prioritizing behaviors to model as a leader

Once you've identified the desirable behaviors, you need to prioritize which ones to model as a leader. You can't model every behavior all the time, so it's important to focus on the most critical ones. Consider the impact of the behaviors on your team's success and choose the ones that will have the greatest positive impact. Prioritizing the behaviors also helps you to focus your efforts on modeling them consistently.

SUMMARY

In conclusion, identifying desirable behaviors is an essential first step in leading by example. By defining the behaviors, aligning them with the organization's values and goals, and prioritizing them, you can set a positive example for your team to follow. In the next section, we'll explore how to demonstrate these behaviors consistently.

Demonstrating Desired Behaviors

As a leader, it is not enough to simply identify desirable behaviors; you must also consistently model them for your team. Here are three key strategies for demonstrating the desired behaviors:

A. Modeling the desired behaviors consistently

One of the most effective ways to encourage your team to adopt certain behaviors is to model them yourself. When your team members see you consistently exhibiting the desired behaviors, they are more likely to follow suit. For example, if you want your team to prioritize communication, make sure that you communicate regularly and openly with them. If you want your team to be accountable, make sure that you hold yourself accountable for your own responsibilities.

B. Communicating the importance of the behaviors to the team

In addition to modeling the desired behaviors, it is also important to communicate their importance to your team. Explain why these behaviors are important for the success of the team and the organization as a whole. This can help your team understand the context behind the behaviors and motivate them to adopt them more fully.

C. Holding yourself accountable for exhibiting the desired behaviors

As a leader, it is important to hold yourself accountable for exhibiting the desired behaviors. This means being willing to admit when you fall short and taking steps to correct your behavior. It also means being open to feedback from your team members and actively seeking out opportunities to improve your own behavior.

SUMMARY

By modeling the desired behaviors consistently, communicating their importance to your team, and holding yourself accountable for exhibiting them, you can effectively demonstrate the behaviors you want to see in your team and encourage them to adopt them as well.

Creating a Culture of Accountability

As a leader, it's not only important to model the desired behaviors yourself but also to create a culture of accountability where team members are held responsible for their actions. Here are some ways to create a culture of accountability:

A. Holding team members accountable for exhibiting the desired behaviors

- Clearly communicate the expectations for behavior and performance to team members
- Set goals and metrics for team members to achieve and hold them accountable for meeting them
- Use performance reviews and one-on-one meetings to discuss progress and areas for improvement

B. Providing feedback and recognition for exhibiting desired behaviors

- Regularly acknowledge and recognize team members who exhibit the desired behaviors
- Provide constructive feedback on areas for improvement in a respectful and helpful manner
- Encourage open communication and feedback between team members to foster a culture of continuous improvement

C. Addressing and correcting undesired behaviors

- Address any undesired behaviors promptly and directly, using a respectful and non-judgmental tone
- Clearly communicate the impact of the undesired behavior on the team or organization
- Work with the team member to create an action plan for correcting the behavior and monitor progress regularly

SUMMARY

Creating a culture of accountability takes time and effort but is essential for long-term success. When team members are held accountable for their actions, they are more likely to exhibit the desired behaviors and contribute to a positive and productive work environment.

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A. Maintaining composure and demonstrating positive behaviors during difficult situations

As a leader, difficult situations are inevitable. It's how you handle them that sets the tone for your team. When faced with challenging circumstances, it's important to maintain composure and demonstrate positive behaviors that align with your organization's values and goals.

For example, if there is a conflict between team members, it's important to model behaviors that encourage open communication, active listening, and a willingness to find a mutually beneficial solution. If you're dealing with a crisis, your team will look to you for guidance and stability. By staying calm and focused, you can model the behavior you want to see in your team.

B. Encouraging team members to exhibit the desired behaviors in difficult situations

In addition to modeling positive behaviors, it's important to encourage your team members to do the same. During difficult situations, remind your team of the behaviors that align with the organization's values and goals. Encourage them to take a step back and consider the situation from different perspectives.

You can also create opportunities for your team to practice these behaviors. For example, you can organize role-playing exercises or simulations to help your team members develop their skills in handling difficult situations.

C. Using difficult situations as opportunities to model desired behaviors

Difficult situations can also be opportunities for growth and development. As a leader, you can use these situations as a chance to model the behaviors you want to see in your team.

For example, if there is a mistake or failure, instead of assigning blame or getting angry, model accountability and ownership by taking responsibility for the situation and using it as an opportunity to learn and improve.

SUMMARY

By modeling positive behaviors in difficult situations, you can set the tone for your team and create a culture of resilience and growth.

Conclusion

A. Key takeaways

In this blog post, we have discussed the concept of leading by example, which is an essential aspect of effective leadership. We have explored how to identify desirable behaviors that align with the organization's goals and values and prioritize them as a leader. We have also discussed the importance of modeling desired behaviors consistently, holding team members accountable for exhibiting the desired behaviors, and creating a culture of accountability. Lastly, we have talked about leading by example in difficult situations.

B. Final thoughts

Leading by example is a powerful tool that can inspire and motivate team members to exhibit the desired behaviors. As a leader, it is crucial to model the behaviors you want to see in your team and organization consistently. Leading by example not only sets the standard for behavior but also establishes trust and credibility with your team.

Effective leadership requires more than just telling your team what to do; it involves leading by example. As a leader, it is crucial to identify the desired behaviors and prioritize them, consistently model them, and create a culture of accountability. Therefore, we encourage all leaders to model the behaviors they want to see in their team and organization and create a positive impact on their team's performance and success.



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