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ЧОМУ САМОМЕНЕДЖМЕНТ ВАЖЛИВИЙ ДЛЯ ЛІДЕРІВ.

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WHY DOES SELF-MANAGEMENT IMPORTANT FOR LEADERS.

Self-Leadership is the first level of leadership and applies to any person, whether or not they hold a management or supervisory position. Self leadership is the ability of someone to guide themselves to positive places that they have never been before. It enables a person to fulfill their potential while building a strong foundation from which to make daily decisions -- both professionally and personally. Without a strong sense of self-leadership, people can feel out of control, overwhelmed and un- focused.

To be a good leader is a very hard work. Sometimes leaders lashed out at their staff in an outburst of frustration and anger. Needless to say, this did not have a positive effect on his team's motivation and productivity. The business world is going through tough economic times. As pressure increases for leaders to navigate through on-going complexity, volatility and risk so does their level of anxiety. Leaders are unaware of how their mood and its resultant behaviors create a toxic environment that ultimately affects performance.

What is needed now more than ever are leaders who are self-aware and good at self-management – the ability to regulate their emotions. We need leaders who do not impulsively act on their disruptive feelings and emotions but who finds ways to channel bad moods and direct them in more constructive ways. Effective leaders choose their words carefully, avoid hasty judgments and step back to consider mitigating factors and ramifications. It is human nature to be in a bad mood. We all have those moments. However, emotionally intelligent leaders don't let bad moods control them. They control their bad moods.

Why does self-management matter so much for leaders? People who are in touch with and can control their emotions create a climate of trust. Employees who work for such a person realize that they work for someone they can count on and whose behavior is consistent. This has a cascading effect to all employees.

Calmness at the top means calmness at all levels leading to lower anxiety and higher productivity. Needless to say, controlling disruptive impulses is essential to one's ability to effectively lead others. So, how do leaders stay calm, think clearly and not be overwhelmed by anxiety? They do so by being aware of what triggers their emotions. One way to do this is by keeping a journal. This helps us to monitor our emotional upsets so we can prepare for them and not be caught unaware.

Another way is by receiving feedback from superiors, colleagues and direct reports.

Keeping a journal and receiving and acting on feedback work but requires reflective time built into each day. This isn't always doable when you work 24 hours 7 days a week. Companies are doing more with less and expecting their employees to continue to produce high quality results. Without building reflective time into your day you are at risk of not being in control of your own state of mind. A leader's ability to regulate their moods is contagious

and goes a long way to improving performance. If you can't manage your emotions, it is likely that you can't effectively manage for business results.

There are top 10 ways to strengthen your self-leadership:

1. Clarify your purpose. Purpose is at the base of your personal foundation and defines your reason for living. Without a well-defined purpose, you are at the mercy of others who will try to define your purpose for you.

2. Use your gifts -- and use them with discipline. We all have gifts - talents, and abilities. The only way that a person can realize their fullest self-leadership potential is to use their gifts every day. This takes a disciplined approach. Without discipline, the gifts that you have will not reach their maximum potential.

3. Reflect & forward your life. Self-leaders understand the power of reflection and what it means to their growth potential.

4. Serve others. Self leaders understand the power that is generated from serving others.

5. Pull up the stake. Many of us have habits in our own life that keep us from reaching our true potential.

6. Make the present perfect. There are two conditions of time: now and not now. Living in the now --or present-- is both healthy and more productive.

7. Listen. Self-leaders listen for what people say, what they don't say, and what they would like to say but don't know how to put into words.

8. Be honest--when speaking with others. Holding back how we "really" feel when communicating with others does more damage to ourselves, as well as to the relationships we have with others.

9. Stop tolerating

10. Take calculated risks and focus on success. Self-Leaders are risk takers. They focus on succeeding rather than on not failing.

Self leaders regularly take calculated risks and focus on success.