

People Leadership and Self Development



Leaders have no choice but to be impactful, if you are not impactful, you will be mundane, and people will not follow you..

The world needs impactful leaders.

Impactful leaders impact the teams they work in they impact the results of their companies, and they impact their industry and the society they are in.

Impactful leaders are inclusive leaders. It is important to remember that as an individual we will be in the minority in some situation or the other. For example, if you travel to the west, you will stand out being the odd person out. So, inclusion will be a defining capability for all leaders. When leaders include others, they create higher engagement, they get higher discretionary effort. That higher effort drives impactful results. Inclusion is no longer a choice; it is something all our colleagues expect of us as a hygiene factor.

Impactful leaders are authentic; hence people won't need to second guess them. Impactful leaders challenge their teams but do not throw them under the bus. They spend time investing in talent and their capabilities and are happy to release the talent they groom to a wider eco system.

Impactful leaders will raise their communication quotient and communicate for impact by winning on effective listening. Communication will get leaders a premium in a hybrid mode of work.

Impactful leaders balance strategy and execution. They operate seamlessly between issues at 50,000 feet and at 5 feet. This ambidextrous capability will be needed to create impact. Strategy normally leads to execution, and in an agile world, great execution leads to sharpening strategy. Strategy will be about where to play and execution will be about how to win. The link between the two is agility. Most companies say they are quick, in reality, every company is slow if compared with a best in class company. Agility will be a premium capability that impactful leaders will drive. In tomorrow's world, the cost of a poor decision is lower than the cost of a delayed decision. Impactful leaders will not procrastinate. Time will be a

competitive advantage this decade and impactful leaders will know how to leverage time.

Impactful leaders create impact through a set of super habits - the set of super habits that will never go out of fashion are time management, notes management, following through on commitments, learning and staying ahead of the curve. Impactful leaders do not need prodding or follow up, they set their own agenda and benchmarks. The day you let someone else determine your standard you are not an impactful leader.

Impactful leaders do not play to the rules of any industry, they rewrite the rules and put out a fresh syllabus with their thinking. That's how impactful leaders become thought leaders and leave a legacy over time in every industry they work in.

The one thing I would caution impactful leaders is to take care of their health. This is an area where impactful leaders could make a compromise. One cannot be an impactful leader without being healthy and energetic. Whatever path you choose, do ensure that you prioritise your health.



D Shivakumar
Group Executive
President - Corporate
Strategy & Business
Development, Aditya
Birla Management
Corporation Pvt Ltd.