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LEADERSHIP



Lessons from Liverpool

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Jurgen Klopp, current Liverpool coach has led nothing short of a revolution in the fortunes of his club. In so doing, he has given a masterclass in leadership, demonstrating that the essence of leadership is influence.

The successful leader, like Klopp, recognises and sets clear and easily understood targets, ensuring that the entire team understands where they are heading and why they must get there. Other tenets of Klopp's leadership include:

Motivation



Demonstrable, enthusiastic energy and motivation

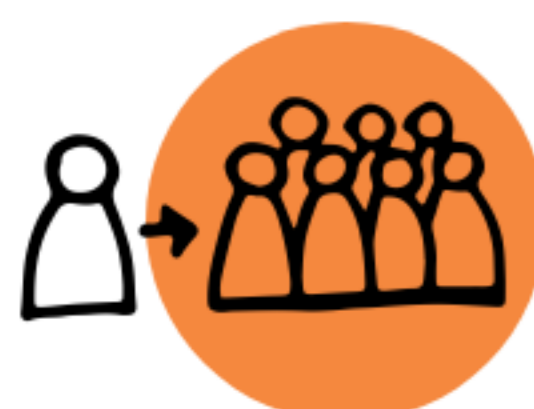
The successful leader cannot just talk energy and enthusiasm; the team must feel it and see it in the leader's actions. He/she must also imbue the team with that passion and ensure that others are motivated in a timely and sincere way.



People are people first

Klopp's success formula is based on a ratio of 30% tactics: 70% people. We cannot lead our people by ignoring the fact that they are emotional beings with feelings and real lives. They come to the workplace with their real selves.

Recognise and appreciate it.



The team is always more important than the individual

Klopp's teams are characterised by their focus on the team as the "star". Individuals are praised but never at the expense of team recognition. The structure of the team should be about leveraging all competencies, not just a few.



The leader must be the master tactician and strategist

The successful leader must lead in technical insight and be conscientiousness. The team must see a leader that is always well prepared and a step ahead in terms of technical knowledge, competitor awareness and tactical nous.



The leader as a buffer and insulator

The successful leader acts as an insulating blanket over the team. The leader deflects, absorbs and responds to the external "noise" and criticism of the team. This leaves the team to focus on its plans.



The team is more than the frontline players

Successful leaders recognise and insist that their teams see the importance of everyone in the team, not just the frontline players. A soccer team also includes the reserves, medical staff and trainers, among others. Leaders must ensure that all the parts required for success are recognised and incorporated into the team concept.



Structure and process must never stifle creativity, intuition and instinct.

Successful teams require clear structures in which each person plays and is accountable for a particular role. In the midst of this, leaders must encourage experimentation and ideation. Creating the space for creativity and instinctive genius must always be with a focus on the team's goals, not individual acclaim.



How do you influence and lead?

What aspects of your leadership style would you like to improve?

We offer a full range of leadership development services, including Executive Coaching and leadership development skillshops to build leadership competence.