Engage Implementation Team Leadership Tips

Leading an implementation team can be difficult; it takes effort and practice. Here are a few top leadership tips for managing and sustaining strong teams.

Understand your leadership style
Do some reading and self-assessment about different types of leadership and where you fall naturally. Explore growth areas, as there are pros and cons for various leadership styles and certain situations where one type may be necessary.

Build relationships
Teams are reliant on the relationships of its members. Get to know each individual and encourage team building among members. Remember that this takes time!

Lead with trust
Be reliable, honest, and genuine. This goes along with building relationships, and trust comes with it.

Use a transparent decision-making process
Decisions should be made collectively whenever possible, but if you as the leader have to make a call, do so openly and explain why.

Show your passion
Regularly share with others (or reflect privately on) your 'why' for doing this work. Approach the work with energy and sincerity.

Encourage, support, and motivate members.
Strong leadership means being a champion for those around you. People thrive in environments where they are supported. Recognize that different people are motivated by different things.

Listen and communicate effectively
Practice active listening skills and be open to feedback. Whether in verbal or written communications, try to be clear and succinct. Learn how different people prefer to receive communication.

Offer rewards and recognition
Make your team members feel important and recognize the great work that they do. This can look different for various people, whether it be with a small thank you note, giving kudos during a meeting, or formally recognizing the work of a team member with an award.

Be flexible and willing to try new things

Have an open mindset, accept new ideas, don't 'do what's always been done' just for the sake of continuity.

Be inclusive and welcoming

Set the tone and atmosphere in meetings and for the team more broadly with an inclusive and welcoming environment.

Resources

Some resources for each leadership tip are below. As some of these are oriented more for businesses/ employers, not all will be a perfect fit for your Engage implementation team. A few general resources are listed, followed by resources by leadership tip.

General

- Coalition Leadership - Community Partners - tomwolff.com/resources/cb_leadership.pdf
- Becoming an Effective Manager - Community Tool Box - ctb.ku.edu/en/table-of-contents/leadership/effective-manager

Leadership Style

- The 7 Most Common Leadership Styles - LinkedIn - linkedin.com/pulse/7-most-common-leadership-styles-how-find-your-own-sophia-
- Collaborative Leadership - Community Toolbox - ctb.ku.edu/en/table-of-contents/leadership/leadership-ideas/collaborative-leadership/main

Relationship Building

- Stages of Team Building - CoalitionsWork - communitycatalyst.org/wp-content/uploads/2022/11/Stages-of-Team-Building.pdf
- Creating and Maintaining Coalitions and Partnerships - Community Tool Box - ctb.ku.edu/en/creating-and-maintaining-coalitions-and-partnerships

Lead with Trust

- 6 Ways to Lead with Trust - Inc. - inc.com/jim-haudan/6-ways-to-lead-with-trust.html-
- How the Best Leaders Build Trust - Leadership Now - leadershipnow.com/CoveyOnTrust.html

Transparent Decision Making

- Consensus Decision Making - Seeds for Change - seedsforchange.org.uk/consensus
- A 3-Step Process for Open and Transparent Decision Making - Open Sourc- opensource.com/open-organization/17/9/exercise-in-transparent-decisions-

Show Your Passion

- 7 Ways to Bring Passion to your Work - Thrive Global - community.thriveglobal.com/7-ways-to-bring-passion-to-your-work/

Encourage, Support, and Motivate

- How You Can Encourage Your Employees to Lead - Inc. - inc.com/lolly-daskal/how-you-can-encourage-your-employees-to-lead.html
- Effective Leadership: 9 Ways to Support Your Team - The European Business Review - europeanbusinessreview.com/effective-leadership-9-ways-to-support-your-team/

Effective Communication

- Communication Skills for Workplace Success - The Balance Careers - thebalancemoney.com/communication-skills-list-2063779
- 8 Things to do to Improve Your Communication Skills - Harvard University - professional.dce.harvard.edu/blog/8-ways-you-can-improve-your-communication-skills/-

Rewards and Recognition

- Arranging Celebrations - Community Tool Box - ctb.ku.edu/en/table-of-contents/maintain/reward-accomplishments/celebrations/main-

Be Flexible and Open to New Ideas

- 15 Ways to Build a Growth Mindset - Psychology Today - psychologytoday.com/us/blog/click-here-for-happiness/201904/15-ways-to-build-a-growth-mindset
- How to Be Flexible in the Workplace - MindToolsh - mindtools.com/aheuvl6/how-to-be-flexible-in-the-workplace/

Be Inclusive and Welcoming

- Inclusive Leadership: Steps Your Organization Should Take to Get It Right - Center for Creative Leadership - ccl.org/articles/leading-effectively-articles/when-inclusive-leadership-goes-wrong-and-how-to-get-it-right/
- Building Inclusive Communities - Community Tool Box - ctb.ku.edu/en/table-of-contents/culture/cultural-competence/inclusive-communities/main
- 6 Traits of Inclusive Leadership - Nonprofit Leadership Center - nlctb.org/tips/6-traits-of-inclusive-leadership/