

BRAVER LEADERS IN ACTION

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BRAVER LEADERS IN ACTION

Personal and Professional
Development for Principled
Leadership

BY

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INVESTOR IN PEOPLE

from Mike

For: Lucy, Luisa, Annabelle

Special thanks to: Carolyn, Gaynor, Peter, Thea, Edward, Poppy and Paul

from Elaine

Again, and always, for Chris

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FOREWORD

Making changes in any business is scary – getting the culture ‘right’, especially when it needs to change significantly from the current state, is not straightforward. Getting individuals to focus on a wide range of factors, not only profit but also, for example, people development, mental health, climate change and wider environmental, social and governance matters, is not easy. This book provides a go-to reference for management of how to make changes in personal style, thinking and actions to achieve significant change in business and to do so without fear.

The exercises, questions and real-world practical examples aid understanding in an uncomplicated manner and help to demonstrate how relatively small individual changes in approach can make a massive change to an organisation for the better. The structure used in the book provides an easy-to-follow roadmap to develop each of 32 areas of focus. Although each are interlinked, the reader can also select those areas that they believe require more development. Either way, it provides the confidence to make changes with less negative emotion.

Being a braver leader requires well-developed emotional intelligence and the ability to deal with the pressures of everyday management. I have no doubt that using these insights, approaches and recommendations will lead to more organisations developing the right culture not only to improve performance but also to maximise the development of people at all levels. Mike and Elaine have expertly captured in this book what braver, high-performing business leaders and managers do in practice. What we need now is many more of them.

In summary, this book is an excellent tool which can be used in many different industries and situations by all levels of management to ensure we all become ever braver leaders achieving our full potential.

Chris Surch

Chris was a PLC Director (CEO and CFO) in a number of organisations in different industries. His focus has been on maximising performance through developing appropriate cultures and structures and helping management to achieve their full potential. This focus continues as a Non-Executive Director.

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