

QUOTES, QUIBBLE, QUESTION

51ST EDITION

FROM
THE
COACHING
GUY

WELCOME

This week we are focusing on evolving your leadership when the game changes.

In today's rapidly shifting business landscape, one thing is certain, what got you here won't necessarily get you there. As leaders, it's vital to recognize when your environment or role has evolved and to adapt your leadership style accordingly. We dive into the importance of evolving your leadership behaviours as you climb the ranks, and how staying static can be a stumbling block to success.

QUOTES

"The measure of intelligence is the ability to change." [Albert Einstein](#)

"It is not the strongest of the species that survive, nor the most intelligent, but the one most responsive to change." [Charles Darwin](#)

"When the environment changes, you have to change with it to stay relevant." [Jack Welch](#)

"Adaptability is about the powerful difference between adapting to cope and adapting to win." [Max McKeown](#)

Q U I B B L E

Should you stick to what you know, or is adaptation the key to success?

Some argue that consistency in leadership is crucial. Sticking to the leadership style that has proven successful creates stability and predictability. After all, if it ain't broken, why fix it? This perspective suggests that altering your approach too much can confuse your team and dilute the strengths that brought you success in the first place.

The counter-argument is that staying rigid in your leadership approach is risky, especially as you move into more senior roles or face new challenges. The higher you climb, the more complex the problems, and the more diverse the teams you lead. What worked in your previous role might not be effective in a new, dynamic environment. Leaders who adapt their strategies are often better equipped to handle the unique demands of senior roles, foster innovation, and navigate uncertainty.

As you move into more senior positions, evolving your leadership style is not just important, it's essential. Here are some strategies to help you adapt

Continuous Learning - Never stop learning. Seek out new knowledge through formal education, coaching/mentorship, or simply by staying curious about the world around you. Senior roles often require a broader perspective, so expanding your knowledge base is key.

Seek Feedback - Regularly ask for feedback from your peers, subordinates, and superiors. Honest feedback can provide insights into how your leadership style is perceived and where it might need adjustment.

Empathy and Emotional Intelligence - As you rise in leadership, managing diverse teams with varying needs becomes crucial. Enhancing your emotional intelligence allows you to connect with your team on a deeper level and adapt your leadership style to different individuals and situations.

Embrace Flexibility - Be willing to experiment with new approaches. Sometimes, the best way to lead is to try something outside your comfort zone, whether delegating more, encouraging innovation, or adopting new decision-making processes.

Strategic Vision - Senior roles often require a shift from tactical, day-to-day management to strategic, long-term thinking. Cultivate the ability to see the big picture and steer your team or organization towards long-term goals, even as the environment changes.

The world around us is constantly changing, and the most effective leaders are those who adapt their behaviours to meet new challenges head-on. Sticking to old habits may feel comfortable, but it can prevent you from reaching your full potential in more senior roles. Embrace change, seek out new ways to lead, and remember—evolution isn't just about survival; it's about thriving.

Q U E S T I O N

"How has your leadership style evolved as you have advanced in your career, and where might it need to change next?"

Curious how I can help you? Then book a free consultation, link in my bio. Or if you like my content and want this sent straight to your inbox every Monday, subscribe to my newsletter by visiting www.thecoachingguy.co.uk

T H A N K S

For reading this week's newsletter.

If you have other subjects that you would like to hear about, drop me an email at matt@thecoachingguy.co.uk