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Benefits of Results-Based Leadership By helping leaders at all levels get results, results-based leaders who know both who they are (their own leadership attributes) and where they are going (their targeted results). "Such
leaders instill confidence and inspire trust in others because the are direct, focused, and consistent. "I Results becomes extremely difficult. Measuring results helps organizations in many ways, from tracking leaders' individual growth, to
comparing leadership effectiveness in similar roles, to clarifying the leader selection process, to structuring leadership development programs, to using results as the standard filters who should enter an organization and how they should be trained. "I Managing for Results Setting objectives is not enough. The only place where meaningful
management results can be won is the outside world. Managing for results is expansion of Management by Objectives (MBO) into the market and economy. To achieve these results, you should develop a solid, sound, customer-focused, and entrepreneurial
strategy, aimed at market leadership, based on innovation, and tightly focused on decisive opportunities... More Case in Point 25 Lessons from Jack Welch, the legendary former CEO of General Electric, how someone got a team; to perform mattered more
Welch urged other leaders at GE, "Make sure you have the very best people to carry your vision out. Hire those most capable of turning visions into reality ask questions about how they might go about attacking a particular thorny problem. Promote those people who have the best record of making things happen."...More Case in Point Fidelity
Investments: Practicing KaizenInstructor-led training (delivered onsite by a CMOE subject matter expert/facilitator) Digital learning program (self-paced or live) Blended and layered solution (combining instructor-led training programs) Curriculum
integration (deliver the topic in conjunction with another topic or event or build it into a development curriculum) 4-16 hours (8 hours preferred) for instructor-led variable for digital learning What is Results-Based Leadership = leadership attributes
results. "This equation suggests that leaders must strive for excellence in both terms: that is, they must both demonstrate attributes and achieve results. Each term of the equation multiplies each other; they are not cumulative. Smart Executive Why Results-Based Leadership? What is missing in most leadership-related writings and teachings, is the
lack of attention to results. Most of them focus on organizational capabilities such as adaptability, agility, mission-directed, or values-based or on leadership Roles All well and good, but what is seriously missing is the
connection between these critical capabilities and results. And this is what results based leadership is all about: how organizational capabilities and leadership By helping leaders at all levels get results, results based leadership frees
productivity from constraints of hierarchy and the limitations of position. Results-based leaders who know both who they are
(their own leadership attributes) and where they are going (their targeted results). Such leaders instill confidence and inspire trust in others because they are direct, focused, and consistent. Results-based leadership makes performance measurement easier. "Without a results focus, calibration of leadership becomes extremely difficult. Measuring
results helps organizations in many ways, from tracking leaders individual growth, to comparing leadership effectiveness in similar roles, to clarifying the leader selection process, to structuring leadership development programs. Using results as the standard filters who should enter an organization and how they should be trained. Image Credit:
shutterstock/everythingpossible Defined: Driven to meet or exceed specific goals and objectives as quickly as possible. Focused on results, not the process, and will leverage resources available and solve problems creatively to get the job done. Execution is everything. John DoerrResults-focused leaders are driven by their end goal. It is their
concentration on achievement, vs. on the means of routine operations that defines them. Less masterful managers strive for optimization but can be inclined to do so, as much or more for the maximization but can be inclined to do so, as much or more for the maximization but can be inclined to do so, as much or more for the maximization but can be inclined to do so, as much or more for the maximization but can be inclined to do so, as much or more for the maximization but can be inclined to do so, as much or more for the maximization but can be inclined to do so, as much or more for the maximization but can be inclined to do so, as much or more for the maximization but can be inclined to do so, as much or more for the maximization but can be inclined to do so, as much or more for the maximization but can be inclined to do so, as much or more for the maximization but can be inclined to do so, as much or more for the maximization but can be inclined to do so, as much or more for the maximization but can be inclined to do so, as much or more for the maximization but can be inclined to do so, as much or more for the maximization but can be inclined to do so, as much or more for the maximization but can be inclined to do so, as much or more for the maximization but can be inclined to do so, as much or more for the maximization but can be inclined to do so, as much or more for the maximization but can be inclined to do so, as much or more for the maximization but can be inclined to do so, as much or more for the maximization but can be inclined to do so, as much or more for the maximization but can be inclined to do so, as much or more for the maximization but can be inclined to do so, as much or more for the maximization but can be inclined to do so, as much or more for the maximization but can be inclined to do so, as much or more for the maximization but can be inclined to do so, as much or more for the maximization but can be inclined to do so, as much or more for the maximization but can be inclined to do so, as m
oriented managers approach their work with that sense of urgency that characterizes teams' behavior in the most productive workplaces. However achievement is evaluated, members of results-driven teams have a strong sense of their shared priorities and singular mission, and are all fully focused on delivery. Leaders Skilled in Results Focus
(Execution) Have track records of consistently achieving high results Are mentally oriented to continuously anticipate reaching the finish line Are highly effective motivators Set ambitious goals for themselves and their teams Provide clear and succinct direction Are skilled in building momentum in productivity across their teams Provide clear and succinct direction Are skilled in building momentum in productivity across their teams Provide clear and succinct direction Are skilled in building momentum in productivity across their teams Provide clear and succinct direction Are skilled in building momentum in productivity across their teams Provide clear and succinct direction Are skilled in building momentum in productivity across their teams Provide clear and succinct direction Are skilled in building momentum in productivity across their teams Provide clear and succinct direction Are skilled in building momentum in productivity across their teams Provide clear and succinct direction Are skilled in building momentum in productivity across their teams Provide clear and succinct direction Are skilled in building momentum in productivity across their teams Provide clear and succinct direction Are skilled in building momentum in productivity across the skilled in building momentum in productivity acro
leadership and achievability of goalsExhibit an ideal work ethic and otherwise strong personal integrityProvide real-time feedback and guidanceExpect and overcome obstacles, and persist in the pursuit of objectives Are adept at deflecting time-consuming distractionsAre skilled in negotiation and conflict resolutionPromptly identify and address
issues that can impact progressWhat Prevents the Ability to be Results Focused (Execution)Poor organizationFailure to apply additional resources and personal efforts as needed to reach goalsInsufficient skills in strategic planningDriven by meeting the deadline vs. achieving the desired resultsGetting distracted by minor issuesPrioritizing less
relevant improvements and losing focus on the end goalFailure to stop as needed and properly resolve problems that will impact timelines or qualityFear of failure or mistakesCan you state your current goals for the quarter or year? Your teams goals? How is your track record in satisfying stakeholders with the results your teams goals?
have produced for them in the past?Do you have a clear, practical, streamlined plan for producing and delivery the results needed for your success? Can you articulate what mistakes led to a previous failure and the necessary adjustments you have made?Form the simplest comprehensive strategy for accomplishing the desired result. Have a clear
quantification and/or qualification, to express measurement of results. Obtain buy-in on goals from all stakeholders. Meet with each team member and agree on ambitious, but attainable goals. Get confirmation from all team member and agree on ambitious, but attainable goals. Get confirmation from all team members that they are clear on objectives. Promote a positive, enthusiastic atmosphere. Help every employee become fully
engaged in the mission. Empower employees to creatively solve problems. Monitor productivity rates, and swiftly address consistently low performance, and provide guidance to improve underperformance, as
needed.Reinforce directives, encouragement, guidance and the book (or LEADx Summary), The One Thing, by Gary Keller.LEARN: Read the book (or LEADx Summary), Execution, by Chris McChesney.REFLECT:
Complete the Leadership Self-Reflection: Results Focused (Execution) worksheet, in the LEADx Library.REFLECT: What is your plan for achieving it?APPLY: Discuss your one thing and other top priorities with your manager and make sure they are in
agreement.PLAN: Schedule a recurring weekly meeting with your self to review your progress on objectives; schedule time each month to review your goals faster. Use your network, the power of persuasion, and negotiation skills to get these resources.APPLY: Inspire action and
convey a sense of urgency during your one-on-one and team meetings this week. REFLECT: What percent on your one thing and what percent was spent on busy work, office drama, and lesser tasks?REFLECT: What might go wrong and prevent you from achieving your goals? What is Plan B? What if a key
person resigns, or you lose a key customer? What if equipment breaks?MEASURE: Use a pulse-survey to measure your Results focused score, or ask your manager whether they've seen an improvement in your results orientation. It may seem counterintuitive that being results focused could be in conceptual conflict in any way with being focused on
perfecting operations. The point is not that operations can be viewed as somehow lower in priority than the results in terms of production quantity or guality, or both. The point is that the operation must simply be understood as a means
to an end, not an end in and of itself. In other words, job responsibility doesn't begin and end in fulfilling one's commitment to put in the required total of hours, or even to meet the required performance quota. The larger responsibility is to make that bloc of accomplishment count maximally toward the group's end goal. Suggested Additional
ResourcesUlrich, D, Zenger, J and Smallwood, N (1999) Results-Based Leadership, Harvard Business School Press, ISBN-10: 0875848710. Bradberry, T (2016, December 23) Results Or People: Where Should A Leader Focus?, Forbes, Retrieved on 4-10-19 from: (2018, July 3) Leadership Practices That Drive Results, Forbes, ResourcesUlrich, D, Zenger, J and Smallwood, N (1999) Results Or People: Where Should A Leader Focus?, Forbes, Retrieved on 4-10-19 from: (2018, July 3) Leadership Practices That Drive Results, Forbes, Retrieved on 4-10-19 from: (2018, July 3) Leadership Practices That Drive Results, Forbes, Retrieved on 4-10-19 from: (2018, July 3) Leadership Practices That Drive Results, Forbes, Retrieved on 4-10-19 from: (2018, July 3) Leadership Practices That Drive Results, Forbes, Retrieved on 4-10-19 from: (2018, July 3) Leadership Practices That Drive Results, Forbes, Retrieved on 4-10-19 from: (2018, July 3) Leadership Practices That Drive Results, Forbes, Retrieved on 4-10-19 from: (2018, July 3) Leadership Practices That Drive Results, Forbes, Retrieved on 4-10-19 from: (2018, July 3) Leadership Practices That Drive Results, Forbes, Retrieved on 4-10-19 from: (2018, July 3) Leadership Practices That Drive Results, Forbes, Retrieved on 4-10-19 from: (2018, July 3) Leadership Practices That Drive Results, Forbes, Retrieved on 4-10-19 from: (2018, July 3) Leadership Practices That Drive Results, Forbes, Retrieved on 4-10-19 from: (2018, July 3) Leadership Practices That Drive Results, Forbes, Retrieved on 4-10-19 from: (2018, July 3) Leadership Practices That Drive Results, Forbes, Retrieved on 4-10-19 from: (2018, July 3) Leadership Practices That Drive Results, Forbes, Retrieved on 4-10-19 from: (2018, July 3) Leadership Practices That Drive Results, Forbes, Retrieved on 4-10-19 from: (2018, July 3) Leadership Practices That Drive Results, Forbes, Retrieved on 4-10-19 from: (2018, July 3) Leadership Practices That Drive Results, Forbes, Retrieved on 4-10-19 from: (2018, July 3) Leadership Practices That Drive R
Retrieved on 4-2-19 from: P (2006) Managing for Results, HarperCollins Publishers, ISBN 0-06-091339-8.Liberman, M (2013, December 27) Should Leaders Focus on Results or On People?, Harvard Business Review, Retrieved on 4-10-19 from: C and Morgan, C (2017, November 15) Results Revolution: Achieving What Matters Most Your Team, Your
Company, Your Life, Partners in Leadership, LLC., ISBN: 13-978-0-9980200-2-0. Suggested Internet Search Termsfocus on results, results-focused leadership, results-focused
visit our Disclaimer Page. As the saying goes, great leaders are made, not born. Leadership is a skill that can be learned and developed through time and practice. Being a results-oriented leader, where the leadership style focuses on achieving specific goals and outcomes, is no easy feat, but its a critical aspect of any organizations success. In this blog
post, well share 12 proven tips for becoming a results-oriented leader emphasizes achieving specific goals and outcomes, instead of just concentrating on the process. This leadership style is essential for driving high performance because it keeps teams focused on their main objectives and helps them attain optimal
results. Adopting a results-oriented leadership approach ensures your team stays motivated, productive, and dedicated to accomplishing its goals. To excel as a results-oriented leadership approach ensures your team stays motivated, productive, and dedicated to accomplishing its goals. To excel as a results-oriented leadership approach ensures your team stays motivated, productive, and dedicated to accomplishing its goals. To excel as a results-oriented leadership approach ensures your team stays motivated, productive, and dedicated to accomplishing its goals. To excel as a results-oriented leadership approach ensures your team stays motivated, productive, and dedicated to accomplishing its goals. To excel as a results-oriented leadership approach ensures your team stays motivated, productive, and dedicated to accomplishing its goals.
leader. Understanding the significance of being a results-oriented leader ship approach demonstrates your commitment to ensuring your team remains motivated, productive,
and goal-driven. Focus on results and outcomes, rather than processSet clear goals and expectations for team members Prioritize tasks and allocate resources effectively use data and feedback to make informed decisions for team members Prioritize tasks and allocate resources effectively use data and feedback to make informed decisions for team members Prioritize tasks and allocate resources effectively use data and feedback to make informed decisions for team members Prioritize tasks and allocate resources effectively use data and feedback to make informed decisions for team members Prioritize tasks and allocate resources effectively use data and feedback to make informed decisions for team members Prioritize tasks and allocate resources effectively use data and feedback to make informed decisions for team members Prioritize tasks and allocate resources effectively use data and feedback to make informed decisions for team members Prioritize tasks and allocate resources effectively use data and feedback to make informed decisions for team members Prioritize tasks and allocate resources effectively use data and feedback to make informed decisions for team members Prioritize tasks and allocate resources effectively use data and feedback to make informed decisions for team members Prioritize tasks and allocate resources effectively use data and feedback to make information and the prioritized tasks and t
its important not to lose sight of the needs and well-being of your employees. A balanced leadership style combines a results-focused approach with an emphasis on fostering positive relationships with employees. A balanced leadership style often report higher levels of employees and well-being of your employees. A balanced leadership style combines a results-focused approach with an emphasis on fostering positive relationships with employees.
of the hallmarks of a results-oriented leader is the ability to set clear, specific, and achievable goals for their team. By setting clear goals and expectations, you can ensure that each team member understands what is expected of them and is able to focus their efforts on achieving these objectives. Use SMART (Specific, Measurable, Achievable, Achievable, and expectations, you can ensure that each team member understands what is expected of them and is able to focus their efforts on achievable, and expectations, you can ensure that each team member understands what is expected of them and is able to focus their efforts on achievable, and expectations, you can ensure that each team member understands what is expected of them and is able to focus their efforts on achievable, and expectations are the expectations and expectations are the expectations and expectations are the expectation and expectations are the expectation are
Relevant, Time-bound) goalsCommunicate goals and expectations clearly and consistentlyEnsure that goals are aligned with the organizations overall objectivesMonitor progress and provide regular feedbackRelated: Examples of Team GoalsA results-oriented leader understands the importance of prioritizing tasks and allocating resources effectively
to achieve the desired results. Focusing on high-impact tasks and ensuring that your team has the necessary resources to complete them allows you to drive productivity and ensure that your result-oriented organization achieves its goals. Use a prioritization matrix to identify high-impact tasks Allocate resources based on the priority and urgency of
tasksRegularly review and adjust priorities as neededEncourage team members to focus on high-impact tasksA key aspect of results-oriented leadership is a commitment to continuous improvement. This means constantly seeking ways to improve processes, systems, and strategies to achieve better results. By fostering a culture of continuous
improvement, you can ensure that your organization stays agile, adapts to change, and remains competitive in the long term. Encourage feedback and open communication Regularly review and learn from failures Results-oriented leaders rely on
data and feedback to make informed decisions and guide their actions. By using data and feedback to drive decision-making, you can ensure that your actions are based on evidence and are likely to produce the desired results. This approach also allows you to make necessary adjustments to your strategies and processes, ensuring continuous
improvement and long-term success. Regularly collect and analyze performance data Encourage open communication and feedback from employees Use data to identify trends, opportunities, and challenges Make data-driven decisions and adjust strategies as needed Related: Why Decision-Making is Important for Managers A results-oriented leader is
responsible for creating a results-focused culture within the organization. This means promoting a mindset that prioritizes achieving results, celebrates success, and encourages continuous improvement. Fostering a results-focused culture ensures that your employees are motivated and committed to achieving your organizations goals. Set clear
expectations for performance and results Recognize and reward achievements and success Encourage a growth mindset and continuous learning Provide regular feedback and support for employees Strong leadership skills are essential for any successful leader, but they are particularly important for results-oriented leaders. These skills enable you to
effectively communicate your goals and expectations, motivate and engage your team members, and drive high performance across your organization. Effective communication empowerment and empowerment related: Principles of Effective
CommunicationOne of the best ways to inspire and motivate your employees to achieve results is to lead by example. By demonstrating a strong work ethic, commitment to achieve results, and a focus on continuous improvement, you can set the tone for your organization and encourage your employees to follow suit. Demonstrate a strong
commitment to achieving resultsEmbrace a growth mindset and a focus on continuous improvementBe accountable for your actions and decisionsShow empathy and support for your team membersWhile a results-oriented leadership style is generally effective, its important to recognize that individual employees may respond differently to various
leadership styles. Some employees may naturally gravitate towards a results-focused approach, while others may be more relationship-driven employees. Adapting your leadership style, including your natural leadership style, to suit the needs and preferences of your team members ensures that you are able to effectively motivate and engage all of
your employees. Assess the individual needs and preferences of your team members. Is a combination of results often requires effective collaboration and
teamwork. Results-oriented leaders recognize the importance of fostering a collaborative work environment and actively encourage their employees to work together to achieve their goals. Clearly define team roles and responsibilities provide opportunities for team building and collaboration environment and actively encourage their employees to work together to achieve their goals.
sharingRecognize and reward teamwork and collaborationRelated: Collaborative Leadership StylesA results-oriented leader should never stop learning and growing. Continuously developing your team effectively. Attend
workshops, conferences, and seminars on leadership topicsEngage in self-reflection and solicit feedback from your teamSeek out mentorship from experienced leadersStay informed about industry trends and developmentsPursue relevant certifications or advanced degreesRelated: 12 Essential Leadership Development AreasDeveloping a results-
oriented leadership style is not only about your personal growth but also involves nurturing the same mindset in your team members. When your team members understand how their individual goals contribute to the
organizations overall objectives. This will give them a sense of purpose and motivate them to strive for better results. Empower your team members to take responsibility for their tasks and results. This will create a sense of ownership, driving them to be more proactive and committed to achieving their goals. Foster a growth mindset in your team by
encouraging learning, embracing challenges, and viewing failures as opportunities for growth. This will instill a continuous improvement attitude, essential for a results-oriented team. Offer timely, constructive feedback and celebrate your teams achievements. This will not only reinforce the importance of results but also boost their motivation and
engagement. Becoming a results-oriented leader expert requires a combination of strong leadership skills, a focus on achieving results based leadership approach, you can drive your team and organization toward success. Being results-oriented means
values efficiency, effectiveness, and adaptability, with a strong emphasis on setting and accomplishing clear goals. An oriented leader is a leader who adopts a specific focus or approach in their leadership style. For example, a results-oriented leader emphasizes achieving goals and outcomes, while a relationship-oriented leader prioritizes building and
maintaining positive relationships with employees. A results-oriented work style is an approach to work that emphasizes achieving specific goals and outcomes. This work style values setting clear objectives, measuring progress, and making adjustments as needed to ensure success, with a strong focus on efficiency and effectiveness. Characteristics of
measurementA results-oriented leader is someone who prioritizes achieving specific goals and outcomes in their leadership approach. They set clear objectives, measure progress, and adjust strategies as needed to ensure success while maintaining a strong focus on efficiency and effectiveness. To lead a team to drive impactful results: 1. Set clear
goals and expectations 2. Communicate objectives and progress regularly 3. Delegate tasks and responsibilities effectively 4. Encourage collaboration and open communication 5. Provide support, guidance, and feedback 6. Recognize and reward achievements 7. Foster a culture of continuous improvement and adaptability To improve as a relationship
approachAn example of a result-oriented could be a sales manager who sets specific sales targets for their team and regularly tracks progress, providing feedback and coaching to help team members improve their performance and achieve the set goals. Being results-oriented can be beneficial, as it helps individuals and teams stay focused on
achieving goals and outcomes. However, its important to balance a results-oriented approach with attention to the well-being of employees and maintaining positive relationships to ensure a motivated, engaged, and happy team. Another word for result-oriented is outcome-focused, which emphasizes the importance of achieving specific goals and
outcomes in a given context. As the leader of a company, its important to be results-oriented leader means concentrating on what your team can accomplish, not just the tasks theyre doing. Being results-oriented involves concentrating on achieving clear, measurable
goals. Its a way of thinking and working where employees prioritize the outcomes they want and strive hard to achieve their goals. In this article, well discuss how to build a results-oriented company culture. Well also explore the advantages of being a results-oriented leader. Furthermore, well take a look at how it differs from being a task-focused
leader. Lets get started! A leader who is result-oriented is, oftentimes, driven by tangible goals. This particular approach differs from leaders who prioritize efficient task completion or following set procedures. Result-oriented leaders who prioritize reaching
business goals over personal interests or strict rules. It usually involves communicating clear objectives with employees, holding team members accountable, and empowering the team to achieve results. Result-driven leaders are always looking for ways to help their teams succeed. They dont just focus on processes but also consider different ideas.
This helps to ensure success in meeting deadlines and satisfying customers needs. As a business leader, your days are probably filled with handling challenges like managing your employees and dealing with supply chain issues. What matters to your stakeholders, though, is the results your company produces. They want to see your business grow in
 sales, gain more market share, serve more clients, and increase profits. Meanwhile, your customers expect you to deliver on time they want the services they paid for as promised. No matter if your organization is a for-profit company or a non-profit, its main purpose is to provide a product or service, right? To do this effectively, you need a work
environment that focuses on achieving results, not just going through the motions. To build a results-oriented culture, leaders need to recognize and celebrate their contributions to the results. Lets break it down below: When you celebrate your
employees achievements, youre showing them that their work matters and contributes to the companys goals. Recognizing and praising their efforts is a great way to help your team members understand how their roles affect others. For example, support staff members will be able to see how their work helps salespeople promote the companys
that the company values their success. Make sure to celebrate both individual and team successes. Instead of giving out generic awards, make an effort to offer meaningful recognition to the employees who deserve it. Keep in mind that some employees prefer public praise, while others prefer a simple thank you and a positive performance review.
Leaders often use the S.M.A.R.T. approach (specific, measurable, and focused on the right things. When setting goals with employees, leaders should remember a few key points: First of all, goals must be realistic.
goals into smaller steps. Celebrate each milestone they achieve along the way, and acknowledge the progress theyve made. Secondly, metrics are more important than you might think when it comes to measuring results. They offer an objective way to assess employee performance. Regularly tracking metrics is a great way to identify areas that need
improvement. Its also one of the best ways to guide employees back on track if they happen to fall behind. Many businesses use Key Performance Indicators can also be used to compare results with competitors or industry standards. Results-oriented employees find
metrics helpful for tracking their progress. You should encourage your team members to develop their KPIs to monitor performance against past results, budgets, and other relevant benchmarks. Finally, in a results-driven culture, goals should focus on outcomes. Instead of celebrating open orders, recognize achievements like shipments and service
delivery. Make sure you have the right data and metrics to evaluate progress towards results or entity for success will involve providing them with the
necessary tools and structure to take accountability and ownership of their work. To achieve this, you must clearly outline the expected results when assigning tasks, openly share the organizations vision and goals with your employees, provide training and resources for employees so that they can perform their jobs effectively, and build trust by
being open, consistent, and supportive. Accountability begins with leadership and increases when employees can understand the purpose of their tasks. Needless to say, its also important that employees receive proper training and support. They need to know that their managers are behind them one hundred percent. At this point, you might be
wondering: Whats so great about being a results-oriented leader, anyway? There are plenty of reasons why you should strive to be a results-oriented leader. Lets break it down below: By setting clear goals and regularly checking your employees progress, you can make sure that everyone is moving in the same direction. What does this lead to? A
smoother workflow with fewer interruptions, of course! Its a great way to save time and avoid expensive setbacks. A results-oriented approach not only benefits your career but also helps you achieve your goals more efficiently. With a solid strategy, you can work smarter, and motivate your team to perform at their best. Employees tend to be more officiently.
purpose-driven in a results-oriented culture, which means theyll be able to avoid burnout and perform consistently. Setting measurable goals and holding everyone responsible for reaching them builds accountability and transparency. This creates momentum and will inspire your team members to push themselves. Results-oriented leaders make
better decisions with their available resources and can adapt to changes quickly. Studies show that companies led by such leaders are more effective at utilizing resources. A focus on results encourages open communication and strive to create
an environment where everyone can contribute effectively. A leader who focuses on results has specific goals in mind that theyre constantly trying to achieve. In contrast, a task-oriented leader is more concerned with completing specific tasks or actions. Result-oriented leaders prioritize long-term goals and are adaptable in their approach to achieve
specific results. Task-oriented leaders, on the other hand, focus on details and making sure that tasks are done efficiently. They often follow established procedures but may miss out on unconventional solutions. They tend to measure success based on task completion rather than actual outcomes achieved. In a task-oriented company culture,
employees might spend time on tasks that dont impact their performance. Theres just not enough focus on results-oriented company culture? If so, youre in luck!
Here at Culture Partners, were equipped with the expertise to help business leaders build results-oriented leader, weve got your back. Dont hesitate to set up a consultation with one of our experienced senior partners. Lets discuss culture and change
management within your industry together! A landmark book, Results-Based Leadership challenges the conventional wisdom surrounding leadership. The authors argue that it is not enough to gauge leadership attributes with results
Results-Based Leadership shows executives how to deliver results in four specific areas: results for employees, for the organization, for its customers, and for its investors. The authors provide action-oriented guidelines that readers can follow to develop and hone their own results-based leadership skills. By shifting our focus to the connection
between the attributes and the results of leadership, this perceptive new guide fundamentally improves our understanding of effective leadership discussion, providing a hands-on program to help executives succeed with their leadership challenges. 19992025 The
RBL Group, Inc. All rights reserved. This is the fifth of a seven-part series where we will dive into the findings of our research regarding the most critical tactics that drive differentiating value, impact, influence and followership for any leadership effort. We will discuss what characteristics these successful leaders have, how these skills look in the rea
world workplace, as well as what value these skills provide for organizations whose leaders exemplify these tactics. Each of these leadership tactics is based on a commissioned research study of 10K high-potential leaders conducted by Karan and her team at SDL. Through sharing our learnings via the Leading at the Top of Your Game Development
Experience, we have worked with countless organizations to develop an army of individuals at all levels into leaders who are passionate, highly skilled, competitively advantaged, and execution-savvy. Beneath their outward game face, most high-achieving leaders are intentional about maintaining high levels of productivity, stamina, effectiveness, and
determination. They also rarely give up when completing a task, even in the face of adversity or resistance. Leading with a Drive For Results is the ability to be persistent and tenacious in ensuring that goals are being achieved. Leading with a Drive For Results is the ability to be persistent and tenacious in ensuring that goals are being achieved.
efficient manner. Those with a high acumen in Drive For Results seldom give up before finishing a task, are focused on achieving higher results than expected, and are more than willing to go the extra mile to ensure project done on time and under-budget. Leaders with a strong Drive For Results feel personally accountable for the project and put in
the hard work to achieve success, while also urging others to do the same..What does Leading with a Drive For Results look like in individuals? They . . . Take ownership and are focused on achieving higher results. Seldom give up before finishing, even in the face of difficulties. Willingly work on tasks to get the project done. Press themeselves and
others to work hard to achieve initiatives. Feel personally accountable. Have a sense of urgency for solving problems and getting work done in the most efficient manner. What is the differentiating value provided when demonstrating a Drive For Results? Is able to quickly figure out how the job really works and how to resolve challenges quickly. Able to
negotiate compromises leading to necessary actions and resolution. Able to avoid or navigate the politics in organizations and/or the market. Finds ways to create win-win situations, rather than win-lose. Possesses an insatiable desire to make progress and help others. Sees every problem as an opportunity to innovate, rather than a chance to fail. What
does Leading with a Drive For Results look like in the workplace? Lets look at a real world example of leading with a Drive for Results, Safari Doctors, travel to remote parts of the world to bring medical care to indigenous people of the Lamu Archipelago (near the Kenyan-Somali border). Born in Kenya, but to remote parts of the world to bring medical care to indigenous people of the Lamu Archipelago (near the Kenyan-Somali border).
educated as a doctor in the United States, Umra learned about a life-saving medical aid project in the region that had been abandoned because of security concerns. She traveled overseas to coordinate piecing together supplies, resources, and a support structure that eventually became the foundation for launching Safari Doctors. Today, Safari Doctors.
Doctors provides free basic medical services (including immunizations, maternal health care, and treatment for malaria and other diseases in the region) to more than 1,000 people a year. They make bi-monthly trips and brave civil unrest to ensure equal access to quality medical care for those in dire need. What value does a Drive For Results provide
in the workplace? Leaders that exemplify a Drive for Results in the workplace are quickly able to not only avoid or navigate politics inside and out of the organization, but they are able to necessary action. These leaders see every problem
as an opportunity to innovate and find ways to create win-win situations among their desire for progress. Leading with a Drive For Results is only one of the seven leadership tactics that drive differentiating value. The next article will discuss Leading with Executive Presence, which is the ability to make clear and convincing oral and written
presentations in order to influence and lead others. Download LATTOYG Development Experience Overview - PDFIf youre interested in connecting with Karan regarding an upcoming need, you can email or schedule a call. Shockingly Different Leadership is a human capital professional services consultancy that provides organizations access to the
 best consulting expertise in the areas of Talent Development, Organizational Development, and Human Resources on an on-demand, project, or contract basis.MAILING4480-H South Cobb DrivePMB 219Smyrna, GA 30080 Have you ever been around a great leader, and its like they have this magical way of seeing the world? Its almost as if everything
falls into place for them. They quickly make strategic decisions, and their team follows the course effortlessly. This is because they have an internal compass that guides them to the right decisions, and their team follows the course effortlessly. This is because they have an internal compass that guides them to the right decisions, and their team follows the course effortlessly. This is because they have an internal compass that guides them to the right decisions, and their team follows the course effortlessly.
statement of what you want your organization to look like. It helps you clarify your core values and mission, aligning everyone around the same goals. In short, vision statements help leaders inspire their team members to work towards something bigger together. So, without further ado, lets jump into what a leadership vision statement is and how to
create one for yourself. What is a leadership vision? A leadership vision is a clear and compelling picture of a desired future that a leader seeks to create for their organization, team, or community. It is a forward-looking statement that outlines the leaders aspirations, goals, and values. A well-defined leadership vision inspires and motivates others,
providing a sense of direction and purpose. The vision of a leader imparts valuable qualities to a team: Inspiration: It should inspire and ignite the passion of followers, instilling a sense of purpose and commitment towards achieving the vision must be clear and easy to understand, leaving no room for ambiguity or confusion among the vision.
vision, inspiring millions to join the civil rights movement. His unwavering commitment to nonviolent protests and his powerful words rallied people from all walks of life to fight for civil rights, leading to significant legislative changes and advancements in racial equality. Mahatma Gandhis vision was of an independent India, free from British
rule and oppression. His principle of nonviolent resistance, called Satyagraha, inspired Indians to stand up against the British government through civil disobedience. Gandhis leadership brought unity among diverse groups and galvanized the nation to work towards independence, eventually leading to India gaining freedom in 1947. Nelson
Mandela: Mandelas vision was of a South Africa free from apartheid and racial discrimination. He advocated for reconciliation and forgiveness, emphasizing the importance of unity among all South Africans. His leadership during the importance of unity among all South Africans. His leadership during the importance of unity among all South Africans. His leadership during the importance of unity among all South Africans. His leadership during the importance of unity among all South Africans.
and democratic South Africa. Read more: 10 Ways to be a Better Leadership vision is an ongoing and critical step for the success of any management professional. But how can you do it? Lets find out with the help of five simple steps: Think of yourself: To find your self: To find
vision, look within. Start by reflecting on your values, beliefs, and personal goals. Consider what inspires and motivates you as a leader. What do you stand for, and what do you want to achieve as a manager? Think of your team: In the next step, dive deeper into the goals and defining ideas of your team. What brings all of you together? What are the
ultimate goals, and how do you want to achieve them? Consider the good, bad, and ugly aspects of your team. Identify your values and goals: Our personal values are the bedrock of our actions. As a team, plans are central to our journey. Thus, both are critical in eventually understanding our vision. Think along these to identify what ultimately
matters regarding the objectives and pathways. Seek inspiration and help: Not everything might be clear from the get-go, and thats okay! You can look at examples of leaders who inspire you and who have achieved something that you wish. You can also consult your peers and coaches to develop a more well-rounded vision. Craft a leadership vision
statement: In the final step, its time to put the vision into words. A leadership vision statement offers stability. What is a leadership vision statement? A leadership vision vision statement offers stability. What is a leadership vision statement? A leadership vision visio
statement clarifies the direction and tone of a team. It presents a clear and concise version of the leaders guiding thoughts. Ideally, a leadership vision statement is to emphasize the why for a team so that they can figure out the how when they are stuck. The
leadership vision statement should be relevant to the mission and vision. For the managers and leaders, it is a way to communicate and develop a shared sense of purpose across the team. A good vision statement helps shape your mission,
goals, and direction. A leader with a vision inspires employees to work toward these goals and motivates external stakeholders to invest in the business or organization. It includes elements that reflect the values and culture of your team as well as your unique mission and goals. An excellent personal leadership vision statement can also be a
benchmark for measuring success or failure. It clarifies what you want to achieve, allowing you to make strategic decisions confidently creating a path to leadership development in managers. An excellent personal leadership vision statement can serve as a benchmark for measuring success or failure. It clarifies what you want to achieve, allowing you
to make strategic decisions confidently, creating a path to leadership development in managers. A leadership vision statement plan for the team, providing clarity about its mission, values, aims, and aspirations. It helps employees understand their role in
achieving the teams mission and goals and identify personal growth opportunities. Our vision is to create a team where every individual has the opportunity to reach their full potential through innovative and inclusive leadership. As a team leader, my vision is to foster a culture of continuous improvement, where we embrace challenges, learn from
failures, and celebrate our collective successes. The example is a set of sample leadership vision statements that focus on creating a world where everyone has the opportunity to reach their full potential. The statement emphasizes the importance of innovative and inclusive leadership, allowing individuals to achieve their goals and reach their full
potential. This type of leadership is characterized by a willingness to take risks, try new things, and think outside the box. A leader standing by such a statement displays a hunger for innovation and risk, which can lead the team to several new beginnings. We strive to be a leader in our industry, driving change and growth through a commitment to
the company wants to be a leader in its industry, driving change and growth. This type of leadership would be characterized by a focus on delivering high-quality products or services and meeting customers needs. The leader demonstrates openness to new ideas, flexibility for overcoming challenges, and priority of efficiency. The focus area for the
team, i.e., customer satisfaction, has also been outlined clearly. Our vision is to build a sustainable future for all, where businesses and communities thrive, hand in hand, fostering
energy, and supporting local communities. These vision statement highlight the core values and emphasize the goals derived by the leader from them. We aim to empower and inspire our team members to reach new heights, fostering a culture of creativity, collaboration, and continuous improvement. My vision as a manager is to create a
collaborative and innovative team where every member feels valued, empowered, and inspired to achieve their full potential. The fourth example are leadership vision statements that aim to empower and inspired to achieve their full potential. The fourth example are leadership vision statements that aim to empower and inspired to achieve their full potential.
leadership would encourage team members to take ownership of their work, share ideas, and continuously learn and grow. A leader who wants to adopt a participative style that enables the development of all team members can adopt such a vision in their leadership that outlines their interest in building strong teams. To be a leading global
organization that delivers value to our customers, shareholders, and communities through innovation, operational excellence, and corporate responsibility. My goal as a team leader is to create a positive and nurturing work environment that encourages creativity, fosters personal growth, and promotes work-life balance. These leadership vision
       nents focus on being a leader in the global arena that delivers value to customers, shareholders, and communities. It focuses on the goal of the team. This statement highlights the importance of innovation, operational excellence, and corporate responsibility. It also focuses on creating the conditions within the team needed to achieve these
goals. This type of leadership would involve constantly seeking ways to improve the companys products or services, being efficient and effective, and being a responsible corporate citizen. These ideas can then guide the tangible objectives and actions to be decided for the team. Always aim higher. Be Visionary Risely helps managers become visionary
leaders through impeccable guidance to overcome your teams people management challenges. Sign up for Risely today to get expert recommendations, tips, and ideas that take your team beyond the ordinary. It offers customized learning journeys for managers and leaders to grow critical leadership skills and tackle challenges in real-time through its
interactive AI-led approach. To cultivate a leadership culture that empowers individuals at all levels to embrace their potential, lead with integrity, and drive positive transformation within our organization and beyond. To create a leadership development journey that encourages self-awareness, fosters a growth mindset, and empowers our leaders to
bring out the best in themselves and their teams. To create a leadership development ecosystem that fosters continuous learning, embraces diversity, and cultivates leaders who are agile, adaptable, and future-ready. We envision a leadership development program that empowers our team members to become authentic, empathetic, and purpose-
driven leaders, guiding our organization towards sustainable success. Our goal is to build a leadership pipeline that identifies and nurtures emerging leaders, fostering a culture of mentorship and growth that sustains our organizations long-term success. Read more: What Is Leadership Development? 5 Reasons Why Every Manager Needs It Bonus:
Leadership Vision Statement Template (Free) Your vision statement is an expression of your values and ideas. While you are the best person to design one for your team, Risely handy template makes the job easier! Leadership Vision Statement Template:
Clearly state the main goal or purpose of the organization or team in terms of leadership. Use specific and measurable language that describes the desired outcome. Include key themes or values that align with the leadership vision. End with a call to action or a commitment to get your team going. You can tweak these ideas and rearrange them as
per your suitability to get the leadership vision statement that stands apart just like you! Conclusion A good leadership vision statement clearly clarifies the leaders goals for their team and the organization. It should be specific, measurable, and oriented around achieving an overarching goal or objective. Additionally, it should include values that are
important to the leader and their team members. Finally, it should emphasize how everyone on the team can help bring this vision to fruition. With Riselys Leadership vision statement is an important statement that defines a companys mission, mission
statement, and values. It helps leaders understand company goals and values in the most basic way possible. Any leader can make a leadership vision statement to clearly define their vision statement so others can understand its meaning and align their goals with it. To learn more
about creating a leadership vision statement, revisit the leadership personal vision statement, revisit the leadership development. Her unique perspectives, powered by
voracious reading, lead to thoughtful pieces that tie conventional know-how and innovative approaches together to enable success for management professionals. Deeksha Sharma Bring your vision to action with strong leadership skills! Test your expertise with Riselys range of free leadership skill assessments now. A leadership vision statement is
important as it provides guidance and motivation through critical moments for a leader and their team. In addition, it keeps the team united and inspires them to overcome challenges with a shared philosophy. The lack of a leadership vision sets dysfunction in teams. It creates chaos and enables the team to scatter in the face of challenges as there is
no larger objective to bind them together. In a tug of war in many directions, employees lack clarity, and performance suffers. A vision acts as the guiding light for managers and teams. When novel challenges strike, the vision forms the core tenet creating the path ahead. It sets the goals for the team and motivates them to keep going by adding a
sense of purpose. A visionary leader guidetheir team by performing three critical functions defining the philosophy to guide the journey toward those goals. They keep the team motivated through purposeful communication. Posted by Deeksha Sharma on July 25, 2023 | Featured As a
leader, its essential to be result-oriented. It refers to focusing on what your team can achieve and not just on the tasks they are working on. In this blog post, we will discuss the benefits of being a result-oriented leader and provide eight practical tips on becoming one. By implementing these tips into your leadership style, you will both enjoy working
with your team and see results in the long term. We will also discuss the difference between a result-oriented leadership and a task-oriented means focusing on achieving specific, measurable outcomes or goals. Its a mindset and approach where individuals or
organizations prioritize the results they want to attain and work diligently to reach those objectives. Results-oriented involves setting clear objectives, tracking progress, and taking actions directly contributing to accomplishing those objectives, tracking progress, and taking actions directly contributing to accomplishing those objectives.
Two managers work at a retail store. They wish to improve customer satisfaction in their specific areas. The situation unfolds differently for each as their leadership styles vary. Sarah is a results-oriented leader in charge of a retail store. Her primary focus is on improving customer satisfaction. She sets a clear goal: to increase customer satisfaction
ratings by 15% within the next quarter. Sarah empowers her team to find innovative ways to achieve this goal. She encourages them to be creative and take ownership of their work. She provides them with resources and support and frequently checks in to monitor progress. Sarahs leadership approach is flexible, allowing her team to adapt their
strategies to reach the desired results. She celebrates milestones and successes along the way. John, on the other hand, is a task-oriented leader overseeing a different retail store. His primary concern is ensuring that every operational task is completed efficiently. He creates detailed task lists, schedules, and standard operating procedures for his
team. John focuses on specific tasks, such as restocking shelves, ensuring cleanliness, and managing inventory. He monitors his team closely to ensure each task is completed according to the set standards and timelines. Johns leadership is meticulous and structured, but he may not prioritize or measure customer satisfaction as a primary goal. In this
example, the results-oriented leader, Sarah, prioritizes improving customer satisfaction and empowers her team to find innovative solutions. Her leadership style is flexible and outcome-driven. In contrast, the task-oriented leader, John, concentrates on ensuring that individual tasks are executed with precision and adherence to established
procedures, with less emphasis on the broader goal of customer satisfaction. What is a Results-Oriented leadership style? A result-oriented leadership style focuses on achieving tangible goals and objectives. This approach is different from process-oriented leadership style focuses on achieving tangible goals and objectives.
tasks. Result-oriented leaders are committed to working with their teams to achieve collective results. This leadership is often characterized by clear goals, accountability, and workforce empowerment to achieve results.
Result-driven leaders remain on the lookout for solutions that enable team success. They look beyond the processes and incorporate a mix of ideas to ensuring customer satisfaction. In the post-pandemic scenario, Wipro has highlighted a results-oriented leadership style as the key
driver of success in the changing world. Read more: 10 Ways to be a Better Leader A result-oriented leader is focused on achieving specific tasks or actions, as we noted earlier, Result-oriented leader is more focused on achieving specific tasks or actions, as we noted earlier, Result-oriented leader is more focused on achieving specific tasks or actions, as we noted earlier, Result-oriented leader is more focused on achieving specific tasks or actions, as we noted earlier, Result-oriented leader is more focused on achieving specific tasks or actions, as we noted earlier, Result-oriented leader is more focused on achieving specific tasks or actions, as we noted earlier, Result-oriented leader is more focused on achieving specific tasks or actions, as we noted earlier, Result-oriented leader is more focused on achieving specific tasks or actions, as we noted earlier, Result-oriented leader is more focused on achieving specific tasks or actions, as we noted earlier, Result-oriented leader is more focused on achieving specific tasks or actions, as we noted earlier, Result-oriented leader is more focused on achieving specific tasks or actions.
long-term goals over short-term tasks. They are also more flexible in their approach and willing to adapt their strategies in order to achieve the desired results. On the other hand, task-oriented leaders tend to be more focused on the details and ensuring that tasks are completed efficiently and effectively. They may have a structured and systematic
approach to problem-solving and prioritize following established procedures and protocols. This attitude can sometimes deprive the teams of solutions that need unconventional methods. Another risk occurs due to the tendency of task-oriented leaders to measure success in terms of task completion instead of outcomes achieved. Team members can
work for long hours and tick checklists of tasks that do not impact performance if there is inadequate focus on results. Relationship-oriented leaders, with an entirely different perspective, focus on cultivating valuable relationship that strengthen the collaborative ability of the team. They focus on ensuring that team members are comfortable in a
psychologically safe environment. This approach can sometimes draw away focus on agendas that significantly matter to team performance, such as deadlines. Result-oriented and task-oriented leaders can be equally effective, depending on the needs and goals of the team. Some situations may require a more results-driven
approach, while others may benefit from a more task-oriented approach. Its important for leaders to be able to adapt their leadership style to fit the needs of the team and the situation. The best way to understand the essential qualities of a result-oriented leaders behavior
might be setting clear and specific goals for the team, and regularly checking in on progress towards those goals. While doing so, a result-focused leader might also be proactive in identifying and addressing potential roadblocks or challenges that could prevent the team from achieving their goals. They
would be open to trying new approaches or making adjustments to the plan if it becomes clear that a different approach is needed in order to achieve the desired results, and they are willing to be flexible and adaptable in order to make
that happen. Examples of Results-Oriented Leadership in Action The leader sets clear quarterly revenue targets for the sales treated in revenue targets for the sales team and works closely with them to develop effective sales strategies. They monitor sales progress weekly and provide coaching to help team members improve their performance, resulting in a significant increase in revenue
by the end of the quarter. In a project management role, the leader establishes a detailed project timeline with specific milestones and deadlines. They hold regular progress meetings to ensure the team stays on track, resolves issues promptly, and maintains a focus on completing the project ahead of schedule. As a customer service manager, the
leader implements a new feedback system to measure customer satisfaction. They analyze the data regularly and identify areas for improvement. By addressing customer concerns proactively, they achieve a notable increase in customer satisfaction scores within a few months. 5 Benefits Of Being A Result-Oriented Leader Being a results-driven
leader is beneficial for the individual and the organization. By setting explicit targets and measuring the results regularly, you ensure that everyone moves forward in the same direction. It leads to efficient and effective workflows that are primarily free of disruptions or distractions. In addition, it eliminates the risk of any costly setbacks or wasted
time, as everyone is aware of the ultimate goal and knows exactly what needs to be done to achieve it. Being a results-oriented leader is excellent for your goals more efficiently and faster. When you have a clear vision and strategy for achieving your goals, you can work smarter, not harder.
Plus, having a results-driven culture in your team will motivate them to deliver the best possible performance. Not only that, but it can also help you manage stress and stay focused on the task at hand. By setting clear, measurable goals and holding everyone accountable for hitting those goals, you create an environment of accountability and
transparency. These two are highly essential qualities for success in any organization. Results-oriented leaders focus on the big picture and arent afraid to take the necessary steps to achieve their objectives. This creates a palpable sense of momentum and inspires team members to push themselves even harder. As a result, organizations led by
results-driven leaders are consistently outperforming their competition. When it comes to making the most of available resources, results-oriented leaders make better decisions than those who are more focused on processes. They can see the forest for the trees and can quickly adapt to changing circumstances. A study by McKinsey & Company found
that companies led by results-driven leaders are much more likely to put the available resources to best use when making the most of resources. They emphasize the importance of productivity and efficiency while prioritizing the highest value work. This focus on efficiency and productivity doesn't leave any room for wastage of resources. They emphasize the importance of productivity and efficiency while prioritizing the highest value work.
also found that these leaders are better able to achieve their goals, regardless of the industry or sector in which they operate. Results-oriented leaders foster high levels of communication, collaboration among employees, and cooperation within their teams. They know that achieving success depends on teamwork, so they create an environment where
everyone is motivated and able to perform at their best. As a result, teams can work more efficiently and achieve better results. 8 Tips For Becoming A Result-Oriented Leader Being a result, teams can work more efficiently and achieve better results. 8 Tips For Becoming A Result-Oriented Leader Being a result proven tips that will
help you become a successful leader. Setting measurable objectives, you can track your progress and measure the effectiveness of your strategies. You will also be able to identify areas in which your team needs improvement and work
towards training and development. By challenging your team to achieve specific goals, you will motivate them to perform at their best and deliver results. If you want to become a result-oriented leader, there are a few things you need to keep in mind. Firstly, never give up! When setbacks happen, don't let them derail your progress. Instead, continue
moving forward until the goal is reached. Secondly, be relentless in pursuing success. If you set your goals high and work hard to achieve them, theres nothing that can stop you from achieve them, theres nothing that can stop you from achieve them, theres nothing that can stop you from achieve them, there is not achieve them, there is no continue applying the strategies and techniques that have worked for you in the past. It would help if you also
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learned from the ones that didnt. And finally, stay optimistic as a leader its essential to remain calm and collected under pressure, but remember not to lose sight of your goals. If you aim to become a result-oriented leader, its essential to encourage healthy competition among your team members, and it will help drive them to be their best selves and achieve new heights together. Competition can be a good thing, as it can spur team members to improve their performance and work harder than ever before. When teams are competitive, they are more likely to achieve results above and beyond the norm. Being transparent with your strategy and why youre making certain decisions is critical for becoming a result-oriented leader. Being upfront and honest with your team and each stakeholder can build trust and confidence. It will help you maintain healthy relationships and foster constructive criticism through feedback. Youll also be better positioned to stay on top of your game, as your team will know what you expect of them, and theyll be

more likely to stick with you when things get tough. When your team is clear about what you want it, theyll be more likely to take a significant part in achieving that. If you aim to become result-oriented, you need to set an example. Working hard and following through with your commitments even when things get tough will demonstrate to your team that results are achievable by working hard and following through with your commitments. It is also essential to be patient with your team and not expect them to achieve the same level of commitment to results as you. Read more: How To Lead By Example As A Manager? 5 Essential Steps If you want to be a result-oriented leader, one of the critical things you need to do is systematically identify and remove the obstacles to success. By doing so, you will be able to achieve the results you seek much more quickly and efficiently. Here are some of the most common obstacles you may face when trying to achieve success: lack of motivation, lack of focus, indecision, procrastination, and fear of failure at work. Understanding these and other possible obstacles and dealing with them head-on will put you on the right path to achieve success: lack of motivation, procrastination, and fear of failure at work. Understanding these and other possible obstacles and dealing with them head-on will put you on the right path to achieve success: lack of motivation, procrastination, and fear of failure at work. being a result-oriented leader, you must first recognize and reward your teams hard work. It will motivate them to keep up the excellent work and deliver on your expectations. Moreover, setting clear goals and targets and providing regular feedback will help you track their progress and ensure they move in the right direction. Finally, giving them leeway to make mistakes will help them learn from their errors and improve as leaders. Creating an outcome-driven roadmap for the team is the essential planning that a result-driven manager needs to undertake. An outcome-driven roadmap helps the team visualize their goals, understand the path to achieving them, and foresee upcoming challenges and opportunities. Moreover, it can be a great way to show direction in times of distress, ensuring that motivation does not fall even when the road gets tough. Overall, it keeps the team aligned and focused. How Does A Results-Oriented Style Impact Your Teams Performance? A results-oriented approach to leadership can have a number of positive impacts on team performance. First, setting clear and specific goals helps focus the teams efforts and ensure that everyone is working towards the same objectives. By regularly checking in on progress and providing feedback and support, a results-oriented leader can keep the team motivated and on track. A results-oriented leader also addresses potential challenges or roadblocks that could prevent the team from achieving its goals by being proactive. This approach to problem-solving and willingness to think out of the box ensures that the team can challenge unforeseen obstacles. It also helps managers foster a culture of accountability and ownership. When team members know their efforts are directly tied to achieving specific goals, they are motivated and engaged. As a result, the focus shifts from me to we. Overall, a results-oriented approach to leadership can help support a culture of continuous improvement and progress. This can ultimately lead to higher levels of team performance and success. However, a highly result-driven approach creates pitfalls for managers too. Result-focused leaders can ignore routine processes that help workflow and overlook relationships in teams due to their single-minded focus on outcomes. Consequently, the basis of collaboration is absent in those teams. Therefore, it is essential to ensure balance in every approach you use. How Not To Fall Into The Result Only Trap? If youre looking to be a result-oriented leader, its essential to avoid falling into the trap of Result Only. This trap can befall anyone but is particularly deadly for leaders who are pushed to take shortcuts to meet deadlines. It may lead to severe issues like workplace tensions, conflicts, or even employee burnout. The cost of falling into this trap can be enormous, both in the short and long-term. Therefore, you must avoid it at all costs. When you fall for the results-only trap, you must balance your results-oriented approach with a practical people-oriented approach. It would be best to remember that the key to avoiding the Result Only trap is always to put your people first and strive for a valuable and achievable outcome. If you do this, youll be on your way to becoming a results-oriented leader that people can trust and rely on. Risely makes developing leadership skills for managers super easy with its automated personalized solutions to your burning people management problems. Starting from a design that is as unique as you, Risely lets you take the lead on your learning journey with regular nudges and engaging resources curated by experts to solve problems ranging from ineffective communication habits to chaotic working styles. Check out Risely nowto unleash your true potential! Wrapping up As we wrap up this blog, we understand the various benefits and effective ways to become a results-oriented leader. By setting explicit targets and measuring the results regularly, you ensure that everyone moves forward in the same direction. In addition to the five benefits mentioned above, becoming a result-oriented leader can also improve productivity and business results. However, while focusing on results is a sign of the times, its also essential not to fall into the results-only trap. Keep progressing with a balanced approach, and if you falter, Risely, the managers buddy, is here to help you. Deeksha, with a solid educational background in human resources, bridges the gap between your goals and you with valuable insights and strategies within leadership development. Her unique perspectives, powered by voracious reading, lead to thoughtful pieces that tie conventional know-how and innovative approaches together to enable success for management professionals. Deeksha Sharma Get the growth mindset for your team Success Being results in your team Success Being results or your team success. It involves concentrating on the end product and taking necessary actions to attain the desired results efficiently. A results-oriented mindset is characterized by an individuals determination to accomplish objectives, emphasizing tangible outcomes over mere efforts. It involves setting clear targets, planning steps to reach them, and persistently tracking progress while adapting strategies as needed. Examples of being results-oriented include: Meeting sales targets: A salesperson who consistently achieves or surpasses sales quotas by employing effective strategies and customer relationship management. Project completion: A project manager who ensures that projects are completed on time and within budget, meeting all deliverables as planned. Customer satisfaction improvement: A customer support representative who promptly resolves customer issues to enhance overall satisfaction rates. A results-oriented work style involves approaching tasks with a focus on achieving concrete outcomes and demonstrating a commitment to excellence. It includes: Setting clear and achievable goals. Prioritizing tasks based on their impact on desired results. Tracking progress regularly and making adjustments as necessary. Seeking and implementing feedback for continuous improvement. Focusing on solutions and taking initiative to overcome obstacles. Celebrating successes and learning from failures to enhance future performance. Tags: Accountability, Achieve Your Goals, Collaboration, Cooperation, Goal Is Reached, Inspire, Manager, Measurable Goals, Oriented, Results-Oriented, R

Results leadership examples. Result focus leadership. Overall ability to demonstrate results focused leadership examples. Demonstrate results focused leadership. Results-focused leadership. What is results focused leadership examples.