



Leadership Competency Exercise

These competencies are suggestions – please feel free to add your own, or those of your organisation. If you find yourself marking any critical competencies in the Learning box then these are the ones you should focus on. Prepare a plan with success indicators to move your competencies from the Learning to Good and Excellent boxes over time.

Competency	Learning	Good	Excellent
Show awareness of future challenges to the organisation both external and internal			
Create and convey a clear vision of success with passion			
Demonstrate commitment to the organisation's aims, values and strategy			
Anticipate, facilitate and lead change			
Use oral and written influencing skills positively and with integrity			
Adapt behaviour and communication style to the situation and competence of individuals to provide inspiration and motivation			
Generate and encourage creative solutions to problems			
Deal flexibly and confidently with the unexpected			
Provide motivation and encouragement			
Focus on results			



Other relevant support I can provide for you

- The SRA competencies can be found here [link] however these do not include leadership.
- If you want to know how other legal business owners address their leadership challenges then my third book: **Business Skills? Don't be daft I am lawyer!** [link] provides you with their stories. Additionally, in **Section 5 Chapter 5.3** there are more in-depth exercises for you to hone yours; and best practices in leading change.
- If you have not completed A succinct reflective exercise [link] now would be a good time to do this will help you identify your 'why' drivers. This is the one that motivates you to do what you are doing and to grow in your role.
- The power of insight for a **leader** is extremely valuable. Have you tried a psychometric assessment? There are many different types of psychometric tests and all provide you with information that you can use to understand and strengthen your leadership skills. I recommend the MiRo Assessment Psychometric System as it has a specific leadership report. This report shows which one of 16 leadership styles is your preferred one. This really allows greater customisation of the leadership training and coaching. This in turn speeds up the personal effectiveness of my clients as it allows them to focus on performing better using their strengths.
<https://www.yorkshirecoursesforlawyers.co.uk/miro/>

Here are examples of leaders who have taken the MiRo test:

Ann Page, Business Author, coach and Mentor to the Legal Profession *'my leadership approach is **Instructor** style in the Energising category (yellow)! So, my natural style, amongst other things, is that I am an eloquent and outgoing leader.'*

Jodie Hill Founder and Managing Partner Thrive Law *'my leadership approach is **Animator** style. Therefore, my natural style, amongst other things, is that I am always in motion and passionate about my mission'*

Noreen Khan Founder and Managing Partner Kaiser Solicitors *'my leadership approach is **Sage** style. This means my leadership is rational and determined with a clear vision of the future.'*

- Fast track your leadership skills and/or increase your personal impact as a leader by investing in my one-to-one leadership programmes.
https://www.yorkshirecoursesforlawyers.co.uk/essential_leadership_training/ or email me: ann@yorkshirecoursesforlawyers.co.uk for a no obligation chat about tailored leadership coaching. This programme focuses on improving your personal confidence, communication and impact as well as understanding the purpose and function of leadership for your organisation. It has the *option* of gaining insights into your leadership style by using the MiRo psychometric test mentioned above.

Contact me on 07921540039 for a no obligation chat about your leadership needs.



Ann Page
Business Author, Trainer and coach to the legal profession



Ann Page, a Top 100 lawyer of the year (2003) has had a successful in-house 28-year career, working mainly in the financial sector. She switched from being a business lawyer in industry to a non-practising solicitor who teaches and coaches on business subjects in 2003. Since then, Ann has trained nearly 7000 lawyers on business skills including leadership, management and interpersonal skills. Ann has always been active in various professional committees and currently she is Treasurer of the Yorkshire Sole Practitioner's Group, a member of the Professional Speaking Association, Professional Speaking Academy and Leeds Law Society.