# CHRISTOPHER KOLADE
# CRLE
## At LAGOS BUSINESS SCHOOL

# Leadership and Ethics News Around the World

Greetings dear readers. In line with our vision of sharing knowledge that improves the way managers lead and live in Africa and the world, we bring you a section of interesting headlines relating to Leadership and Ethics in the global community.

# Inform

### Technical Leaders: Use These 5 Strategies To Build Your Relationship Skills

There's a cruel irony that too many technical professionals confront at some point in their career. They've spent years of hard work acquiring technical certifications and advanced technical degrees only to realize later in their career that technical skills alone will only get you so far, and arguably, as they ascend hierarchically and begin managing broader, more diverse teams, relationship skills become much more important. Indeed, the inconvenient truth is that the hard core technical skills that got them

### What Managers Need Now: 3 Overlooked Ideas Inspired By The Kaiser Permanente Strike

Today marks six weeks since Kaiser Permanent employees began striking for what may be the most prescient of reasons. The company is putting undue burdens on therapists who work for them and managing patient crises and care, has become untenable, according to a press release put out by the The National Union of Healthcare Workers. Their message, on signs and picks lines, is that Kaiser is putting corporate wealth ahead of patient health. Research backs them up, showing

there may in fact be of little utility to propel them forward into higher levels of leadership responsibility. We've all seen the nightmare situation where the best developer gets promoted into the team lead role and is an absolute disaster because leading the team requires a fundamentally different skill set than coding, right?

50% of behavioural health workers are burning out.

The Kaiser nurses strike and the company's response deserves national attention from business leaders. This is an opportunity for businesses to assess how their own stewards of mental and physical health millions of managers are coping.

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## 4 Leadership Strategies To Address 'Quiet Quitting'

While "quiet quitting" may be a new term, the reality of employee disengagement is not a new concept. Arguably the global pandemic and racial reckoning of the past two-plus years have created a new level of stress and shifted expectations around what work should look like and how much of ourselves we should be investing in our jobs. While many have chosen to leave the workforce (pegged the Great Resignation), others have seemingly disengaged or retired in place for a range of reasons.

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Emulate

## It's Time to Fine-Tune Performance Management

A conversation with Harvard's Heidi Gardner about incentivizing collaboration and long-term customer value.

**Listen here**

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## Inculcate

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## Stop Feeling Guilty About Delegating

 Overriding guilt around delegation is not easy. Especially when you and your team are already time-strapped, it can feel misguided to invest in delegating. But remember this investment will unlock longer-term benefits: time savings and more capable, engaged employees. In this piece, the author offers five strategies to help you delegate more often and with less guilt.

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## Empower

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## Finding Success In A Tight Talent Market Through Reskilling

Let me give you one of the biggest watercooler conversations of 2022: the Great Resignation and its impact on IT giants of the world. The aim of every CIO today is to build agile and diverse teams that can handle the bizarre demands of the ever-changing tech landscape.

As CIOs of the modern tech world, we need to internalize the fact that, more than rapidly occurring changes in the digital economy, the prime concern for every HR department is bridging the skills gap to support emerging technology advances.

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# Upcoming Programmes
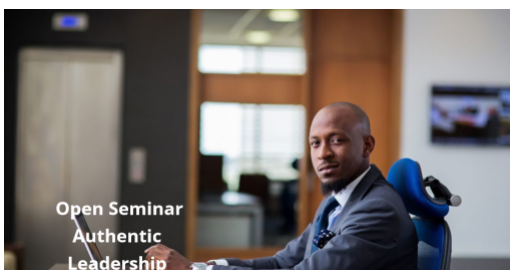




## Authentic Leadership

The Authentic Leadership Programme is a proven and practical approach for developing skills to improve climate and sustainability drive through performance.

At the end of this programme, you will be able to:

- Learn leadership behaviours that eventually become effective habits as well as skills

## Workplace Conflict Management and Resolution Skills

Conflicts are inevitable in every human relationship. They are a natural feature of human communication that managers often have to deal with among their employees on a daily basis. Conflicts need not be seen as negative; however, if not resolved effectively, they can have devastating effects on

that set you apart from people who can only describe such behaviour and skills

- Become someone who is able to influence others, inspire them to release discretionary effort, and support them to become the best they can be while performing at their utmost
- Understand your own behaviour better as well as your underlying predisposition and how to moderate their your behaviours in order to be effective with other people – managers, peers, subordinates, customers and clients as well as other internal and external stakeholders
- Be aware of how your behaviours contribute to shaping yout work climate and how this affects your own, as well as other people's effectiveness and how to drive up the quality of engagement in their team

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employee morale,productivity, and customer relations.

On the flip side, effectively resolving conflicts boosts employee productivity, creativity and attitude to work. An amicable atmosphere at the workplace is essential for increased productivity and output on the part of employees thus making conflict management essential to the success and growth of any company.

Managers need to develop the skills to identify and resolve conflicts that arise in the workplace in order to ensure corporate productivity and growth.

The programme is designed to benefit:

- Human resource managers and line managers
- Project and team leads.

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