

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.

CHRISTOPHER KOLADE
CRLE
At LAGOS BUSINESS SCHOOL



Happy New Year
2024

From: CKCRLE

Inform



How The Best Leadership Teams Deliver Amazing Results (4 Practices)

An effective leadership team is essential for an organization to have sustained success. The leadership team is the only group with the positional authority to set strategy, make organization-wide decisions, and allocate the necessary resources to enable the organization to continually adapt and evolve to serve its vision and mission better.

Leadership teams can easily get caught in the trap of spending most of their time together sharing general updates, addressing urgent issues, and creating space for employees and projects to get leadership exposure. These activities are valuable and necessary, but not when they are at the expense of the team accomplishing its most strategic tasks.

The best leadership teams are deliberate about prioritizing their time and energy to ensure they focus on the most strategic aspects of their collective role. These most strategic responsibilities focus on ensuring long-term success, establishing culture, developing employees, improving efficiencies, building strategic partnerships, leveraging emerging opportunities, and advancing innovation.

[Read More](#)



Emotional Intelligence No.1 Leadership Skill For 2024, Says Research

If there's one thing that all of the most effective leaders and high-performing professionals have in common, and that anyone moving into 2024 needs to prioritize on their professional development radar, it's possessing high levels of EQ (emotional intelligence). According to the World Economic Forum's Future of Jobs 2023 report, qualities associated with emotional intelligence such as resilience, curiosity, lifelong learning, motivation, and self-awareness, are highly prized by businesses and will continue to be so for the next few years.

What Is Emotional Intelligence?

Popularized by Dr. Daniel Goleman in the mid-to-late 1990s, emotional intelligence is the ability to recognize, understand, and effectively manage your emotions and that of others. EQ is prized by employers because it demonstrates a susceptibility to learn and grow, also known as self-awareness, which shows that you have a positive attitude and will more readily take on feedback to improve your performance.

[Read More](#)



Why Discipline Outshines Motivation For Effective Leadership

As the new year unfolds, leaders often turn to resolutions as a means of personal and professional growth.

The common belief is that motivation is the key driver behind achieving these goals. However, in my experience and observation, relying solely on motivation is akin to building a house on shifting sand. Instead, the real cornerstone of success, especially in leadership, is discipline and the establishment of effective routines.

Transformation isn't a product of sporadic bursts of motivation but the result of meticulous discipline and structured routines. For instance, preparing your running gear the night before eliminates morning indecisions, making it easier to maintain this routine. And engage people in your visions. This principle of simplifying your environment to support your goals can be applied universally, whether it's in personal development or professional leadership.

[Read More](#)

Emulate



8 Essential Qualities of Successful Leaders

Do you have what it takes to be a great leader?

It helps if you excel at communicating. And, of course, you need to be adept at planning, problem-solving, and delegating. You also need to be capable of navigating any and all challenges that arise.

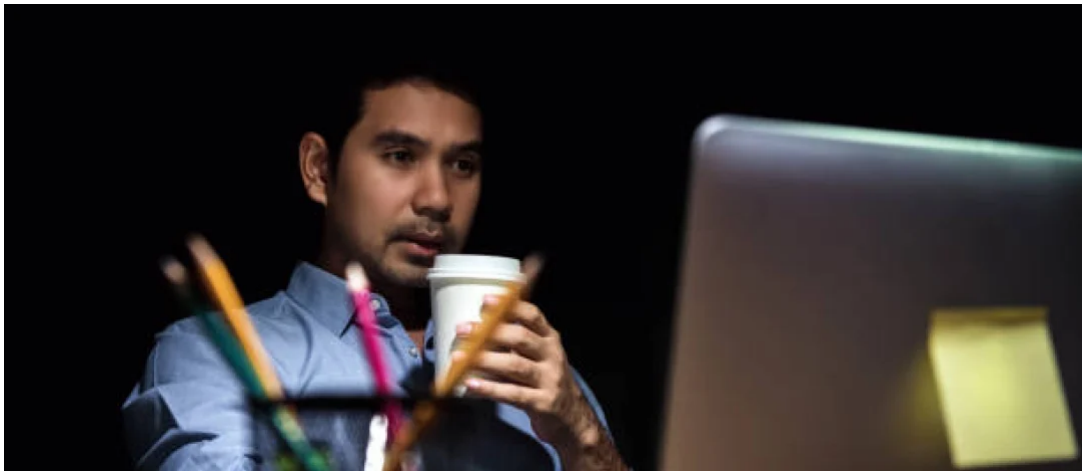
Beyond these skills, though, the qualities that set great leaders apart are more elusive and can at times appear otherworldly. Exceptional leaders possess a certain X-factor that makes it seem as though they inherently know what to do.

But according to Harvard Business School professor Linda Hill, one of the world's top experts on leadership, star leaders aren't born with superhuman capabilities. Rather, they tend to have intentionally put themselves in situations where they have to learn, adapt, and grow — a crucible for developing the tenacity and fortitude to motivate and guide others.

"Leadership is a process of self-development, she says. "No one can teach you how to lead; you need to be willing and able to learn how to lead. Mostly we learn from our experiences and facing adversity. Stepping outside of the spaces where we feel safe — is a powerful teacher."

[Read More](#)

Inculcate



Want to Be a Better Leader? Stop Thinking About Work After Hours.

Are you a manager who often finds yourself thinking about work late into the night? Do you tend to continue to stress over work-related problems, or do you switch off your mind and relax in the evening?

If you are like many managers, you may feel a need to stay constantly connected with work, even after formal working hours. Given the high demands of a leadership role, you may perceive that the only way to perform well is to work around the clock. As a result, you find yourself ruminating about an issue with an employee, trying to think of a solution to a client problem, or creating a mental to-do list long after you have left the office for the day or turned off your computer.

Our research, recently published in the *Journal of Applied Psychology*, suggests that constantly thinking about work may hurt rather than help your

performance as a leader. We found that not taking a break from work in the evening backfired for leaders, especially for those new to managerial roles, because it drained their mental resources. Instead, leadership effectiveness was highest on days in which leaders mentally turned off from work the night before and were able to recharge.

[Read More](#)

Empower



How Highly Successful Leaders Build Trust and Solve Problems

"First emotionally connect. Understand their thinking. Then work on fixing things." This is one of the most important recommendations I give to executives I coach. It counters the common instinct to instantly jump in with the solution and save the day.

Now if there's an emergency, of course, act first. Otherwise, take a moment to connect, to find common ground, to let them know you understand and care—even if you don't agree. That way, your solution will be much better received.

This is the Amare Way leadership principle 'Aim for Connection' in action. It guides leaders to prioritize empathy and understanding over immediate problem-solving, even when the urge to react swiftly is



How Emotionally Intelligent People Turn Anger and Disappointment Into Happiness and Achievement

Maybe you feel your emotions are controllable, or not. Maybe you feel your emotions are useful or harmful. Maybe you see some emotions as positive, others negative.

Regardless of your point of view, your beliefs about your emotions can significantly affect your life, your relationships, your level of happiness... and even your professional success.

How? A study published in *Emotion* found that reinterpreting a stimulus (seeing feelings of fear not as paralyzing, but as a sign you need to approach a situation differently) can significantly reduce feelings of anxiety.

strong. It's how to see beyond the problem at hand to the people involved.

Do you actively listen to understand, or just to respond?

How often do you acknowledge your team's perspective before offering solutions?

In what ways can you foster a more empathetic and trusting work environment?

[Read More](#)

A study published in Journal of Clinical Psychology found that reframing (viewing a situation or a problem from a different perspective) can significantly reduce feelings of stress and anxiety.

Beliefs about emotions can even literally change how you feel: A study published in Journal of Evidence-Based Psychotherapies found taking a different perspective can decrease pain intensity, and increase pain tolerance.

[Read More](#)

Join us on our social media platforms



 SHARE

 TWEET

 FORWARD

Lagos Business School

Christopher Kolade Centre for Research in Leadership and Ethics

Lagos Business School

Km 22 Lekki-Epe Expressway, Ajah

Lagos 100211

Nigeria

mailer lite