

Nettles, carrots and sticks

Reflections on Leadership and Management Essentials

Overview: Following on from the initial Myers-Briggs tests which highlighted to the LME group how different we all are, I surveyed my immediate colleagues to find out what motivates them - or doesn't. From this I looked at the two parts of a job in management - being a leader and being a manager – and examined how we have to learn to make sure we use both parts in order to motivate and inspire our colleagues as part of our role.



Manager

To give clarity in roles and responsibilities

To give further responsibility and sense of progress

To set achievable targets

Leader

Recognition in appropriate way

To bring team together and motivate team forward

Grasp nettles (David Ogilvy)

Conclusion: Every person we work with is different and has different motivations – whether that is the carrot to inspire them, or the stick which demotivates them. We need to explore what makes our colleagues tick, and then work out how we can use the skills of a leader and a manager to help motivate them to succeed. Along the way, we may need to grab the odd nettle as well!

James Donald, October 2014