

Thoughts on People Management and Leadership

AIBL Lunch presentation

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Lawyers *in* Business

The alleged peculiarities of lawyers as a 'breed'

- Are competitive
- Have a high degree of self worth
- Prize technical expertise



Three key drivers which motivate (according to Dan Pink)

- Autonomy
- Mastery
- Interest



Emotional intelligence (according to Daniel Goleman)

- Self-awareness
- Self-regulation
- Motivation
- Empathy
- Social skills



Self awareness

- You can recognize where your thoughts and emotions are leading you, and make any necessary changes.
- It provides the necessary base for having strong character, creating the ability to lead with purpose, trust, authenticity, and openness.
- Self-awareness explains our successes and our failures while giving us a clear understanding of who we are and what we need most from other people to have a successful team



Behavioural and management styles

- Evaluate your behavioural preferences e.g Myers Briggs, Colours
- Evaluate your natural role in teams e.g. Belbin
- Autocratic or consensual management preference



Leadership qualities (according to John Adair)

- Enthusiasm
- Integrity
- Toughness
- Fairness
- Warmth
- Humility
- Confidence



The future?

- The demise of the annual performance appraisal
- Digital monitoring



Links

- Drive – Dan Pink

<https://www.theresa.org/discover/videos/rsa-animate/2010/04/rsa-animate---drive>

- Mindtools – Leadership skills

https://www.mindtools.com/pages/main/newMN_LDR.htm

- Personality testing

<http://www.myersbriggs.org/my-mbti-personality-type/mbti-basics/home.htm?bhcp=1>

<http://www.thecolourworks.com/insights-discovery/>



- Team roles

<http://www.belbin.com/belbin-for-individuals/belbin-individual-reports/>

- Legal Week article on law firm appraisals

<http://www.legalweek.com/2018/04/17/ao-set-for-firmwide-rollout-of-new-performance-scheme-as-firm-targets-more-honest-feedback/>

- Economist article on AI in the workplace

<https://www.economist.com/news/special-report/21739426-ai-will-make-workplaces-more-efficient-safer-and-much-creepier-there-will-be-little?frsc=dg%7Ce>

