

TIPSHEET NO: 10

Leadership isn't "one size fits all," especially when considering the unique differences and similarities among people. Here are Peepcoach's top 10 tips for effective leadership:

1. Be Human

Successful leaders today are seen as vulnerable, honest, curious, empathetic, and real. Empathy, a key trait, is highly valued by Generation Z, who rank it among their top three values. This was highlighted in [Mark McCrindle's research](#), Generations Defined. Unlike previous generations, where top values included clear communication and accountability, Gen Z prioritises empathy, showing a shift in what leadership traits matter most.

2. Embrace Self-Awareness

Great leaders understand their strengths and weaknesses, acknowledging areas for growth. Self-awareness also means providing constructive feedback to help team members improve, even when it's tough. They accept their blind spots and work on mitigating risks.

3. Take Accountability, Not Blame

Leaders face setbacks but focus on solutions rather than problems. They model accountability, teaching teams to ask, "What's next?" instead of "Who's at fault?"

4. Accept Criticism and Learn from Failure

Criticism can be hard to handle, but strong leaders face it head-on. As humans, we naturally seek acceptance, yet effective leaders know they must make tough decisions, even if unpopular. Leadership isn't about pleasing everyone; it's about making informed choices and learning from mistakes.

10 TIPS FOR LEADING A NEW GENERATION OF EMPLOYEES

5. Accept 80% is Enough

Perfectionism can hinder progress. Effective leaders know that aiming for 100% isn't always realistic. They delegate, set deadlines, and focus on what brings the most value, accepting that 80% is often sufficient to move forward.

6. Demonstrate and Share Results

Efforts are essential, but outcomes matter more. Great leaders achieve and communicate results effectively, acknowledging team contributions in ways that resonate with each individual. Brands like Nike and Samsung succeed not just because of their products but because they communicate their success well. Leaders should do the same for their teams.

7. Do Not Let Guilt Dictate Decisions

Feelings of guilt can be draining. While they can drive positive change, leaders should not let guilt affect their decision-making or overwork themselves. Recognise the emotion, but don't let it control your actions.

8. Balance Strategy with Tactics

Effective leaders make time for strategic thinking, not just immediate tasks. They prioritise high-value activities, delegate efficiently, and know when to say no. Strategic thinking requires reflection, collaboration, and time without interruptions, which can be challenging but essential for long-term success.

9. Foster Continuous Learning

Successful leaders are always learning and encourage their teams to do the same. They provide opportunities for testing, learning, and making mistakes, recognising that these are part of growth. Leaders mentor, coach, and advocate for their teams, helping them find opportunities to improve.

10. Ask for What You Need

Great leaders ask for information, resources, and recognition without hesitation. They understand their worth and aren't afraid to seek acknowledgment for their contributions. Knowing when to ask is as critical as the act of asking itself.



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