

# Winning Ways

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*A publication of  
Winning Ways  
Developing Goals, Focus and  
Leaders*

**Joan Fletcher**  
President and Founder

Joan launched Winning Ways, Inc. in 2001 after owning her own business since 1987. Joan works with clients on sales, strategic business planning and leadership. She believes that combining a great attitude with the right skills and developed goals will create the success you have only dreamed about! Her expertise is in helping you find the solution to your business challenges.

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**Oakton, VA Office:**  
**Joan Fletcher**  
703-273-9299  
jfletcher@WinningWaysinc.com

## Encouraging Leadership at All Levels of Your Organization

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Determining the leaders in your company doesn't involve looking at an organizational chart. Nor does it involve looking at employees' job titles. If a leader is someone who influences others and effects change, then anyone in your company can be a leader. Thus, finding the leaders in your company involves active engagement and observation on your part. It's likely that some of the most influential leaders in your organization are on the bottom level of the org chart and have job titles that suggest little formal decision-making power.

Is there a particular person who regularly represents the concerns and suggestions of a group of employees? Do you find yourself approaching specific individuals when you want to build a successful team for a project? Are some employees leading by example, through consistent quality and efficiency in their work and their attitude? Can you think of people throughout the organization known for their ability to get along with everyone?

Among other traits, a leader is cooperative, a team player, self-aware, an optimist, a good listener, and has a results-orientated work ethic. Employees at any level can possess these qualities. Once you've opened your eyes to discover the leadership skills exemplified throughout your organization, there are some steps you can take to encourage those leaders and develop others' leadership skills.

- Don't limit leadership training to upper management. Invite employees at all levels to leadership workshops and training seminars.
- Include discussions about the topic of leadership in existing meetings. Time can be spent discussing what traits a leader possesses, demonstrating ways to develop and improve those traits, and highlighting employee leadership examples.
- Implement discussions about leadership in the performance appraisal process.
- Take note of employees displaying leadership qualities and encourage them both privately and publicly.

With a little effort, a culture of leadership can be developed within your organization. And when your best employees feel appreciated, their satisfaction sets the tone for the rest of the staff.

