



# Leading Effective Teams

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# ABOUT ME



**Queensland  
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*Smarter, Stronger, Fairer*



- Performance Psychologist
- 23 years working in leadership development – corporate
- Worked with athletes at last 2 Olympics / Paralympics, Winter Olympics and Commonwealth Games

## SESSION AIMS:

Challenge some assumptions about leadership to help improve your focus on what matters most.

# WHO IS A LEADER HERE?



How do you know you are a leader?

How effective are you right now?

What evidence sources did you use to answer the question?

# WHO IS THE LEADER?



2017 - Champions

2018 – Champions

2019 – Minor Premiers & runners up

2020 – ??

*Discuss at your tables...*



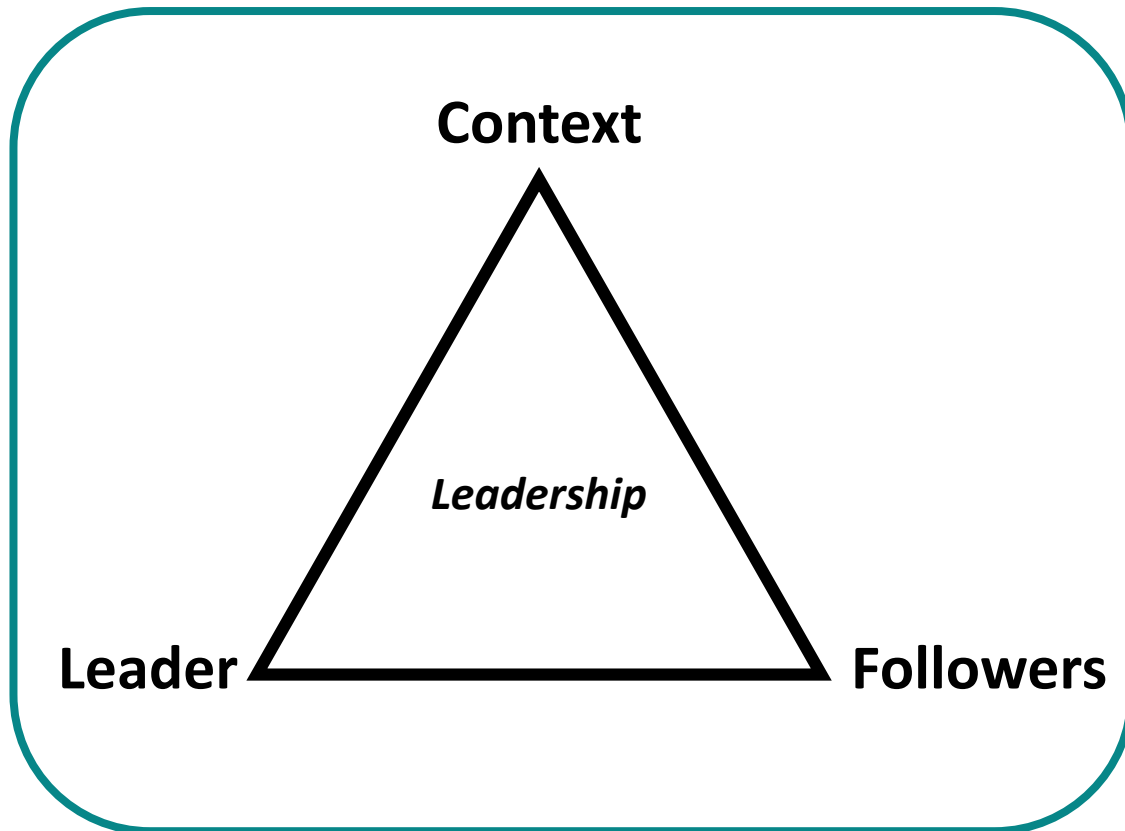
# WHO IS THE LEADER?



- CEO
- Team
- Captain
- Vice Captain
- Head Coach
- Assistant Coach
- High Performance Manager
- Medical Team



# LEADER OR LEADERSHIP?



**Leadership** takes place at the interactions *between* people, it is not something that exists *within* people.

The *context* determines who the leader needs to be...

- Training
- During the match
- Injury management

If you don't have followers, you're not a leader. A manager is a position given in a hierarchy. Leadership is a non-hierarchical, voluntary process.

# REFLECTION



Why should anyone be led by you?

# WHAT SKILLS HELP (1) ?



Prioritise development of relational skills such as emotional intelligence and communication.



# COMMUNICATION



# WHAT SKILLS HELP (2)?



Seek out and act on feedback regularly

# FEEDBACK



The best leaders ask for more feedback, according to a study done by Jack Zenger and Joseph Folkman.

In their research of over 50,000 executives, they found that "Leaders who ranked at the top 10% in asking for feedback were rated, on average, at the 86<sup>th</sup> percentile in overall leadership effectiveness" (Forbes, 2018).

# SUMMARY



1. Leadership happens between people, not within people.
2. Context determines who is best placed to lead.
3. Leadership effectiveness is increased by focusing on two things:
  1. Development of relational skills
  2. Asking for and acting on feedback regularly



**Thank you.**

# DISABILITY SUPPORT WORKERS CONFERENCE

## MADE POSSIBLE BY:

