



TOUGH LOVE LEADERSHIP



Tough Love Leadership is a style of leading that was demonstrated by one of my best clients. He was tough when he needed to be and gave enough love for people to feel valued.

Below are a list of traits he exemplified and which we would do well to emulate. I should mention also that his management team were highly engaged - a direct reflection of his leadership.

- Value. His people know he values them both as people and their contribution
- Personal Knowledge. He takes time to get to know his people.
- Role placement. His people are therefore positioned according to their strengths and passion
- He raises the bar high
- Everyone knows their targets/KPI's
- Accountability. They are held accountable for results
- Works with them. His team knows that he will support them to achieve those targets.
- Releasing. Abundance mentality around people leaving. He is not held captive by those who think they are *indispensable*.
- Up or out. He will manage people up or out but you cannot stay still
- Focused and Measured. He lives to his word and demonstrates consistency
- Gives credit where credit is due
- Rewards his people
- Provides autonomy in an environment of trust
- Collaborative not autocratic leadership style
- Leads from the floor not behind a closed door

Ray Hodge speaks and consults to businesses and organisations, a notable event being the Department of the Australian Prime Minister and Cabinet. His emphasis is on improving critical efficiencies to dramatically increase key results. He has coached and provided consulting services to leaders and teams for over 25 years.