

# Leaders as liberators



**Leaders are in the front line in liberating talent. A great leader can help people to perform at their personal best, to fully engage and to thrive in the workplace.**

This is great for the individuals and the organisation, and it's also great for the leader, helping you to get better results and to have the time to focus on doing your job, not doing your team's job.

Our research shows that great liberators have five habits:

**1. Know your team**

What are they like at their best and at their worst/ what's their performance like and what do they want to do in the future?

**2. Catalyst for growth**

Finding ways to develop and grow your team everyday through projects, meetings, coaching, check-ins and giving people stretch opportunities.

**3. Feedback and feedforward**

Research shows the importance and power of a feedback culture. This involves giving people regular feedback on what's happened, but also sharing feedforward – how things could be different next time.

**4. Look to the future**

People are craving better conversations about their future. Help them to see a direction, be it new skills, new roles or new contributions they could make.

**5. Work in partnership**

Finding the overlap between what the organisation needs and what the individual wants and then identify how you can implement any changes.