

Leaders' Actions Fuel Results

The old adage “actions speak louder than words” is as relevant today as when first spoken. For leaders, their actions and behaviors reveal their true core values and beliefs. Their actions speak volumes no matter what their words say.

When you strip away characteristics, traits and attributes, you find true leadership behaviors and actions which directly impact workforce engagement, productivity and profitability.

Leaders need to be conscious role models for being engaged, empowered and motivated. If they are not emotionally and intellectually connected and cannot visibly display these actions and behaviors, how can they expect their workforce to exhibit higher levels of engagement, productivity and performance?

It is important for leaders to understand that they need to always bring their “A game” behaviors, ideas and actions to work every day in order to deliver the results crucial to productivity and profitability. It's a leader's actions and behaviors that create the most efficient and productive workplace environment which in turn empowers the workforce.

Foster Role Modeling to Improve Engagement

Self-awareness of the importance of role modeling for a leader should rank near the top of one's “to-do” list. It is the leader who carries the vision for the future of the company and it is the leader who must impart that vision into the hearts of the workforce. It takes awareness, getting in control and modeling to make that happen.

Self-awareness! This is the first step in transitioning from a “words” to an “action” oriented leadership style. This can be quite a challenge because you need to become consciously aware of the need to model your behaviors and beliefs. Roll up your sleeves and get your hands dirty if that's what it takes. Demonstrate how you expect your employees to act. Show up early. Be present during meetings. Make eye contact with everyone around you. Be engaged with your employees. Think about the actions you want your potential leaders to make – and model those behaviors daily.

Re-invent being in control of self. Once you have accomplished the self-awareness and modeling strategy you will be well on your way to being in control of yourself and engaging your workforce. The more negative actions and behaviors you eliminate from your life, the faster your positive new thoughts, ideas and actions will enter your subconscious, making it easier to commit, communicate and innovate.

Stay Focused. Clear the mental negative clutter out of your mind so you can remain focused on consistent modeling and behavior for your team and upcoming leaders. The result of this process is self-empowerment for you and engagement for your employees.

Knowing that **you are responsible** – through your actions not just your words – for what you have created in yourself and your workforce is a huge revelation. At the same time, through your actions which are being followed by others, you are creating your future, the future of your workforce and the sustainability of your company.

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