

FAST TRACK LEADERSHIP

**SECRETS OF
HIGH
PERFORMANCE
LEADERSHIP**

BY CLINT RAHE

*"There are no bad teams, only bad leaders
- Jocko Willink*



SECRETS OF HIGH PERFORMANCE LEADERSHIP

Often individuals are promoted into leadership positions, based on their technical capabilities, yet are given little to no leadership training or development and the task of leading and managing others can be overwhelming to say the least. This can lead to high stress levels, disorganisation and ineffective leaders who struggle to get their team on board with their vision and goals for the business.

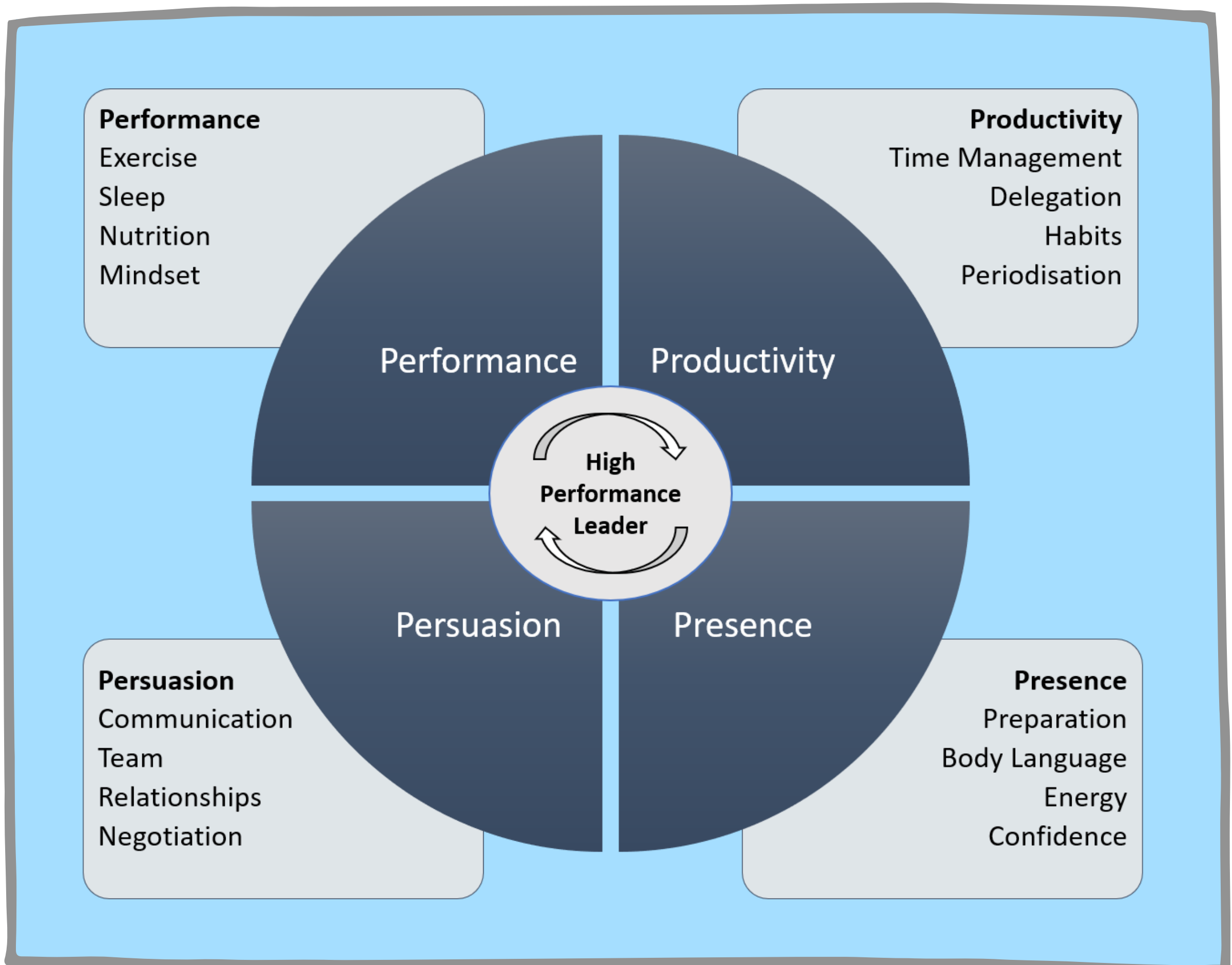
The two biggest frustrations that my clients experience around leadership are time wasting and incurring unnecessary costs. Time is wasted in having to micromanage, hand hold and re-do work from their team. Money is wasted from ineffective training poor recruitment and misalignment. As a leader this takes us away from the business of leading the team effectively which in turn grows the business.

Over the past 2 decades I have worked with and helped develop many high-performance leaders, including military, sports, and business. I have observed exactly what they do and how they think, behave, and interact and developed the 4P Framework, which I want to share with you here.

The good news.....

High-Performance is a learned skill! It takes time, discipline, and resilience to develop, but here I show you the short cut to becoming a high-performance leader. If you can start bringing these practices into your leadership, I guarantee that you will start to find leading others easier and you will start to see positive changes in your team.

THE 4P METHOD



The 4 P's which underpin all high performing leaders are

PERFORMANCE
PRODUCTIVITY
PRESENCE
PERSUASION

Here, we provide an overview of the essential foundations of any intentional leader which will lead to your team working in the way you want, doing the tasks they are assigned and displaying the behaviours that you expect.

PERFORMANCE



To operate as a high-performance leader you need to be able to lead yourself

EXERCISE

Developing a regular exercise routine can mean that you are more likely to be focused and remain on task. Regular exercise increases energy levels, decreases stress, and provides greater mental clarity throughout the day.

SLEEP

Sleep should be prioritised to avoid burn out, allow the body and mind to rest and recover so you are able to think clearly and make good decisions. Lack of sleep can lead to impatience, increased overwhelm and poor productivity.

NUTRITION

Our food is our body's fuel. If we consume a diet high in processed foods and sugary foods, it will lead to spikes in sugar levels, not only resulting in health concerns but also meaning that we experience unpredictable fluctuations in energy levels and ability to keep concentration.

MINDSET

High performers have a clear focus and exercise their minds as well as their bodies. Spend time to declutter your mind and rewire it with positive clear thoughts. Adopting routines such as meditation, breathing exercises or unwinding using music or exercise will allow you to reduce stress, anxiety and improve your sleep and emotional wellbeing.



PRODUCTIVITY

Work Smarter, Not Harder

TIME MANAGEMENT

Time is the most valuable resource we have and is often wasted. Focus on the most important task, complete it in the most efficient way at the most appropriate time.

Spending time to evaluate your workload will help you and your team get better results as you will be focusing on the high value tasks which have a high return on your time.

DELEGATION

Effective delegation is one of the most powerful engagement tools a leader can use. The leader's role is to set the task and get out of the way. Observe, provide guidance, feedback and most importantly not get involved in the details. It is not simply the act of telling others what to do. It is about engaging your team and including them in participating to reach the overall aim.

HABITS

Habits are shortcuts to success; we need to replace bad habits with healthy habits. Forming good habits with time management, employee coaching, giving feedback, exercise and recognition can give you an extra 4 hours per week, decrease stress and increase productivity.

PERIODISATION

Periodisation is the division of your time, energy, and effort over the course of a year, month, week, or day to achieve your goals. Sporting high performers divide their training into blocks focusing on duration, intensity, and effort. Adopting this approach will ensure your energy is used wisely to maximise your output.

PRESENCE



Use your body language and non-verbal cues to reinforce your messages and create memorable impressions for all the right reasons. Energy is contagious!

PREPARATION

Preparing for meetings can mean that your team respect you and you can lead with confidence and clarity. Arrive to the meeting ready to make the best decision and not wasting time reading the material in the room. It is about being effective when you need to be. This creates more time to focus on the important things.

BODY LANGUAGE


Awareness of the impact your body language has on others and the influence you have can change the dynamic in the room. Supercharge yourself using the correct body language will increase your confidence, boost testosterone which will decrease stress.

CONFIDENCE

People like to follow confident leaders- they create certainty in uncertain times. By creating certainty, you will make the team feel secure and focus on being productive. There are certain tools and strategies you can use too, as Amy Cuddy says 'Fake it to you become it'

ENERGY

The Energy you bring to the room or meeting to inspire others knowing when to dial it up or dial it down to get the best results. We need to be mindful how we are expending our energy, focusing on the right projects and letting go of the wrong projects.



PERSUASION

Effectively manage upwards, sideways and create successful stakeholder relationships from developing exceptional communication and negotiation skills

COMMUNICATION

This is the fundamental skill of a high-performance leader. They have the ability to take the message from above, synthesise it, add to it, then deliver it to their teams effectively. Communicating with impact at all levels is essential to ensure the message has been understood.

TEAM

Running a team of high performers takes skill. Once your team are aligned and you have implemented the right strategy for them to become self-managing, your focus turns to coaching and facilitating self-actualisation. Understanding natural strengths of you and your team is vital to motivate and get the best from everyone. This can be achieved through alignment activities, behaviour profiling, appropriate questioning, observations and feedback.

RELATIONSHIPS

Building your influence amongst all your networks is an essential component of achieving outstanding results. Your network is your net worth, servicing your stakeholders and building your brand is essential for you to ascend to be a high-performance leader. The type of leader everyone wants to aspire to be like.

NEGOTIATION

Life is a negotiation and being able to get the best outcomes for you, your team and the business are important. This is a skill that you can practice, enabling you to make others feel like they have got the best deal when in fact you have.



WHAT'S NEXT?

Now you know the secrets to becoming a high-performance leader. Let's work together to put this into practice for true transformation

Here is what we work on:

1. SELF

Before you can be a high performer, we must look at your current performance and identify where the gaps are and develop a plan to implement. We work on your self-awareness and how you can become more effective and efficient.

2. OTHERS

Building your network and developing a plan on how to grow your team into high performers. Once you get the team self-managing, we can then focus on the next step.

3. BUSINESS

We can now focus on delivering value back to the business as you have developed great habits, which in turn means you have more time, energy, and effort to spare. You have effectively got out of your own way.

'What got you here won't get you there' as Marshall Goldsmith says.

What people do not realise is to become a true high performer it starts with self-awareness. We build upon this when we start looking at others and building your influence before we can deliver results back to the business.



ABOUT COACHING & MENTORING AUSTRALIA

Unlock Your Full Potential with Expert Coaching and Mentoring

At CMA, we believe that everyone has the capacity to achieve greatness. Our coaching and mentoring services empower individuals and organisations to unlock their full potential, overcome obstacles, and reach new heights of success. With our proven expertise and tailored approach, we are your trusted partner on the journey to personal and professional growth.

CMA was founded on the belief that everyone possesses untapped potential waiting to be unleashed. Our team of experienced coaches and mentors is committed to helping you identify and harness that potential, transforming it into tangible success. With a diverse range of backgrounds and expertise, our professionals are dedicated to your growth and are passionate about empowering you to become the best version of yourself.

We take coaching to the next level by combining it with a powerful accountability system and live metric tracking. We understand that coaching is not just about guidance and support; it's about achieving tangible results. That's why we have integrated a state-of-the-art software solution that keeps coaches accountable to their actions and goals. Our software provides a transparent and real-time view of progress, allowing both coaches and coachees to track milestones, measure outcomes, and make data-driven decisions. This game-changing approach ensures that coaching is not just a theoretical exercise but a results-oriented process that drives meaningful change.

Choose CMA as your coaching and mentoring partner and experience the power of a comprehensive and results-oriented approach. Together, we will embark on a transformative journey that will empower you to reach new heights of personal and professional success.



HOW CAN CMA HELP YOU?

Our vision is to create a world where every individual has the tools and guidance to unleash their true potential and make a significant impact in their professional lives

To get the results you deserve follow the 3 steps:

- **Step 1:** Click the link to [schedule a call](#)
- **Step 2:** Decide on which coaching package best suits your needs.
 - Leadership Coaching
 - Executive Coaching
 - Performance Coaching
 - Career Coaching
 - Mentoring Coaching
- **Step 3:** Start your transformational coaching journey with CMA