

# LEADER FOR FUTURE

LOVE TO MEANINGFUL ORGANIZATION



# Soft Skill Leadership:

## 76 Strategi Praktis



Love to do biz

Love to work

Priceless  
Reputation

Outcome

Choice

Excellence

10 Keys

76 Practical

Strategy

Result

Being Leader

Recovery

Mess Up

12-Steps

11 Stupidities

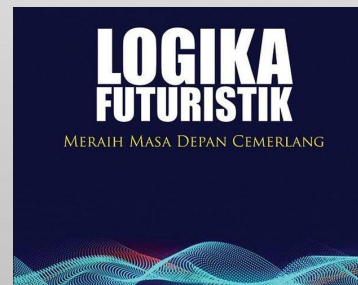
**LOGIKA  
FUTURISTIK**

MERAH MASA DEPAN CEMERLANG





1. A Compelling, Positive Vision With Clear Goals.
2. Communication—The Right Stuff at the Right Time.
3. Select the Right People for the Right Job.
4. Remember: We're on the Same Team.
5. Cool Stuff—Continuous Improvement and Innovation.



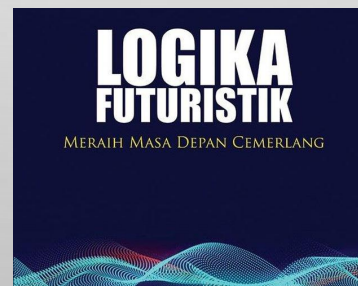
6. Recognize and Reward Excellent Performance.

7. Accountability Counts.

8. Every Employee Learns and Grows.

9. Problems...No Problem!

10. It's All About the Customer.



We know that there are some natural leaders, but most of us need to continually learn or refresh our management skills. It's inspiring to remember that about half of the managers we coach make changes and move forward as higher-performing leaders.





1: Communicate Your Organization's Purpose

2: Get Excited About Tomorrow

3: Have High Expectations

4: Create a PLV (Personal Leadership Vision)

5: Set Goals to Turn Your Vision Into Reality

**BIG DAY  
TOMORROW!**





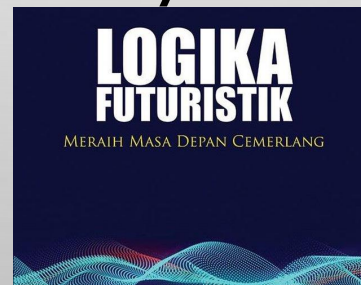
6: Create a Sense of Urgency

7: Align Structure for the Best Interests of the Organization

8: Tell the Truth

9: Communicate Vision and Goals to Everyone—and Do It Often

10: Create and Communicate Crystal-Clear Roles and Responsibilities



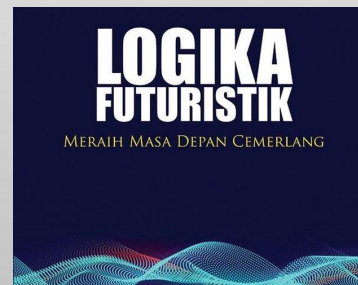
1 1: Lead With an Open-Mind Policy

1 2: Ask Instead of Tell

1 3: Know Reality With MBWA (Management by Walking Around)

1 4: Eliminate the Communication Lag Time

1 5: Invite HR to the Big Dance



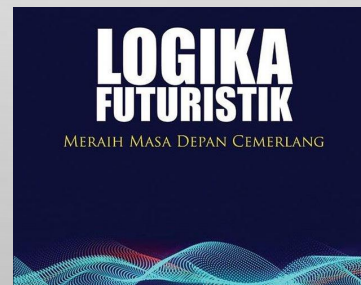
16: In Times of Crisis, Get Calmer

17: Focus on What's Important

18: Promise Problems While Promising Solutions

19: Hire the Best People You Can Find

20: Know the Needs and Goals of Your Employees





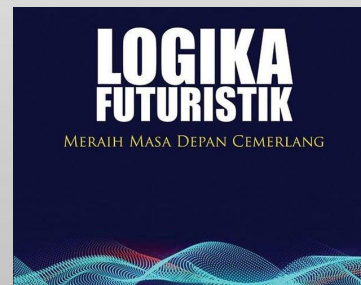
21: Ensure Each Employee Has Goals That Align

22: Support a Meaningful Work-Life Balance

23: Breathe Life Into Your Company With New Blood

24: Cut the Anchors!

25: Formally Introduce New Hires to the Company or Division





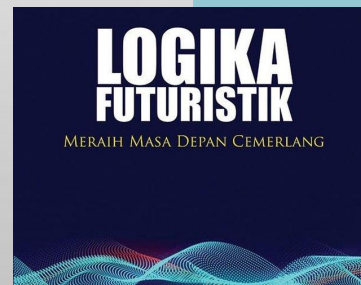
26: Pay People a Competitive Wage

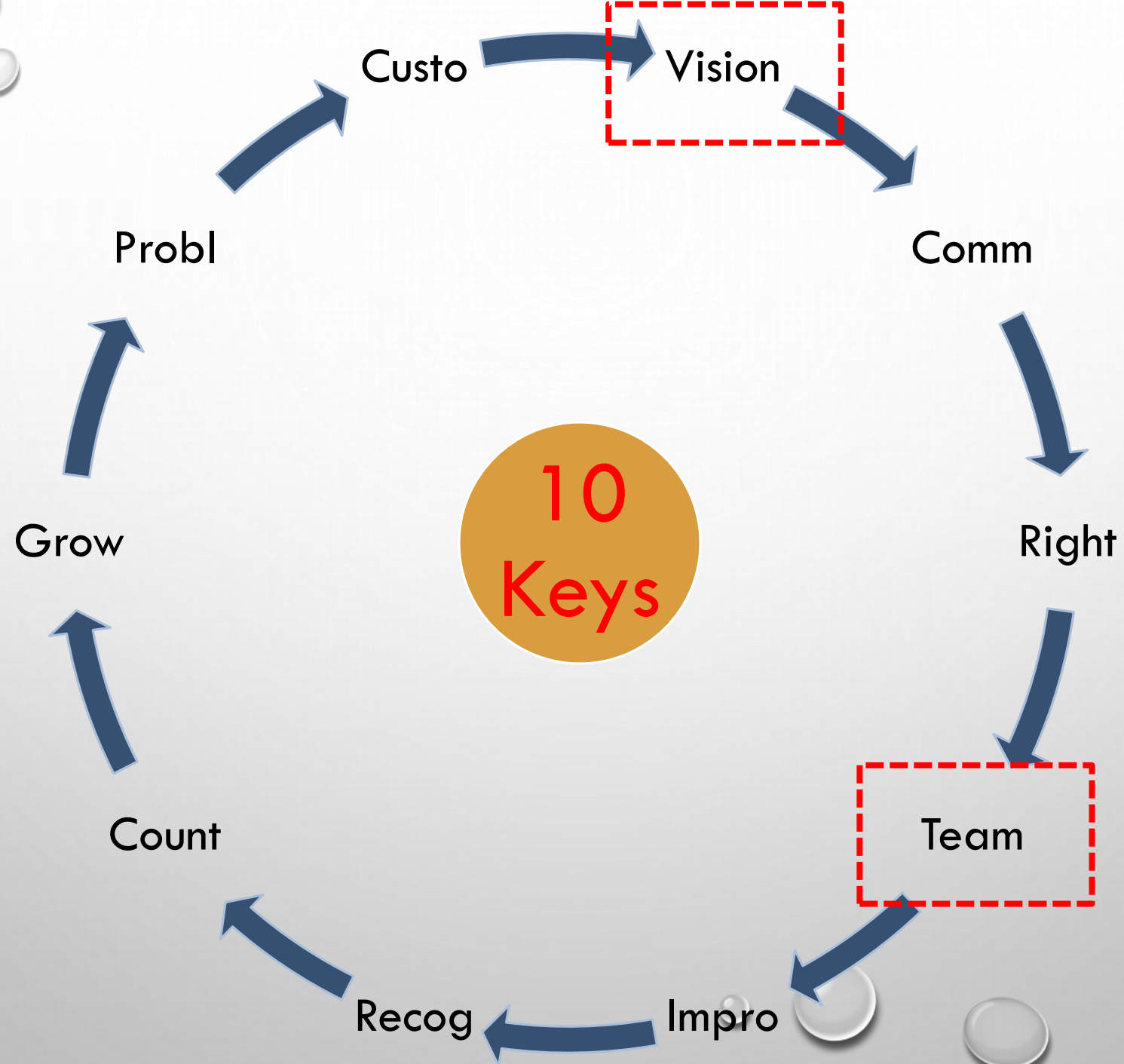
27: Show Employees Where the Money Goes

28: Ensure That You're Loyal to the Right Team

29: Meet Regularly and Often

30: Let Out the Crawdads





31: Aim, Don't Blame

32: Value Diversity

33: Have a Sense of Humor

34: Just Shut Up and Listen

35: To See the Whole Team, Get up in the Balcony



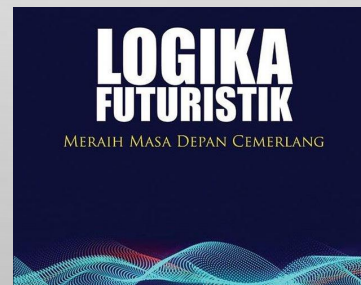
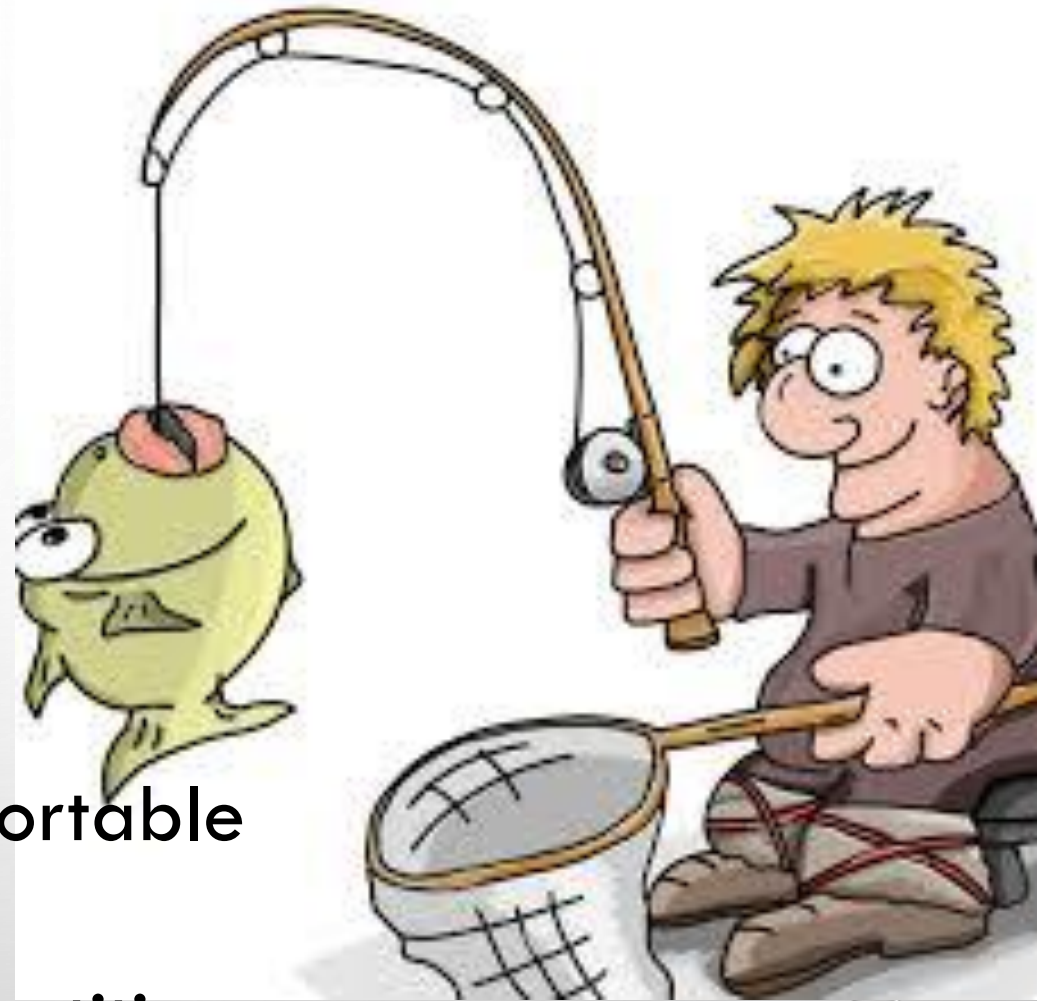
36: Honor People's Time

37: Go FISH and Have Fun!

38: Do Something Significant for Your Community

39: Great Leaders Keep People Uncomfortable

40: Innovate and Outperform Your Competition





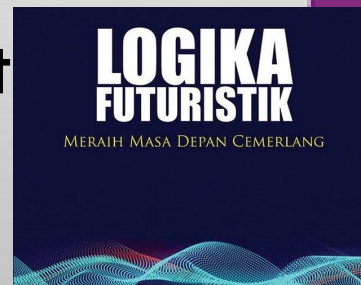
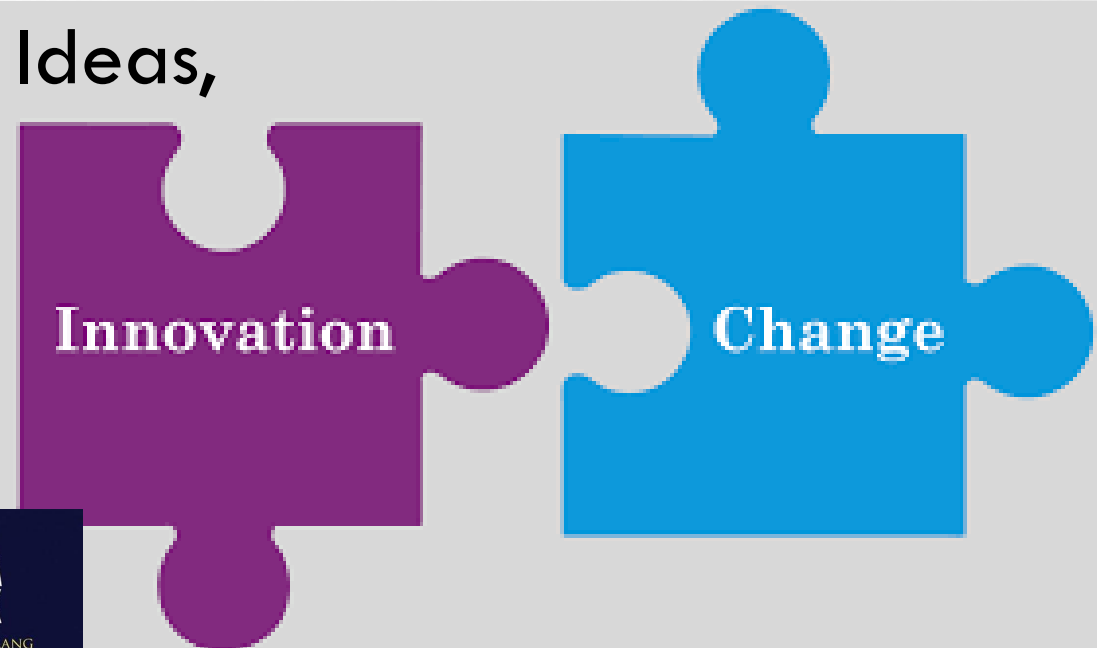
41: Personally Change First

42: Be a Role Model for Leading the New Change

43: Encourage and Reward Employees' Ideas, Suggestions, and Recommendations

44: Change What You Reward

45: Honor and Cherish the Past



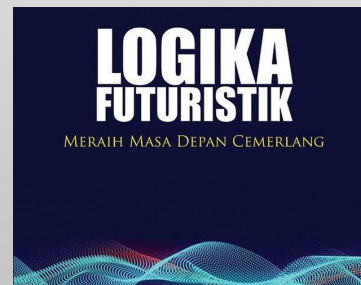
46: Take Recognition off Your Things-to-Do List

47: Planned, Spontaneous Recognition Works Best

48: Appropriately Reward the Highest Achievers

49: Find a Reason to Celebrate

50: Honor Special Days



51: Recognition Is Everyone's Job

52: Be Grateful for People Support

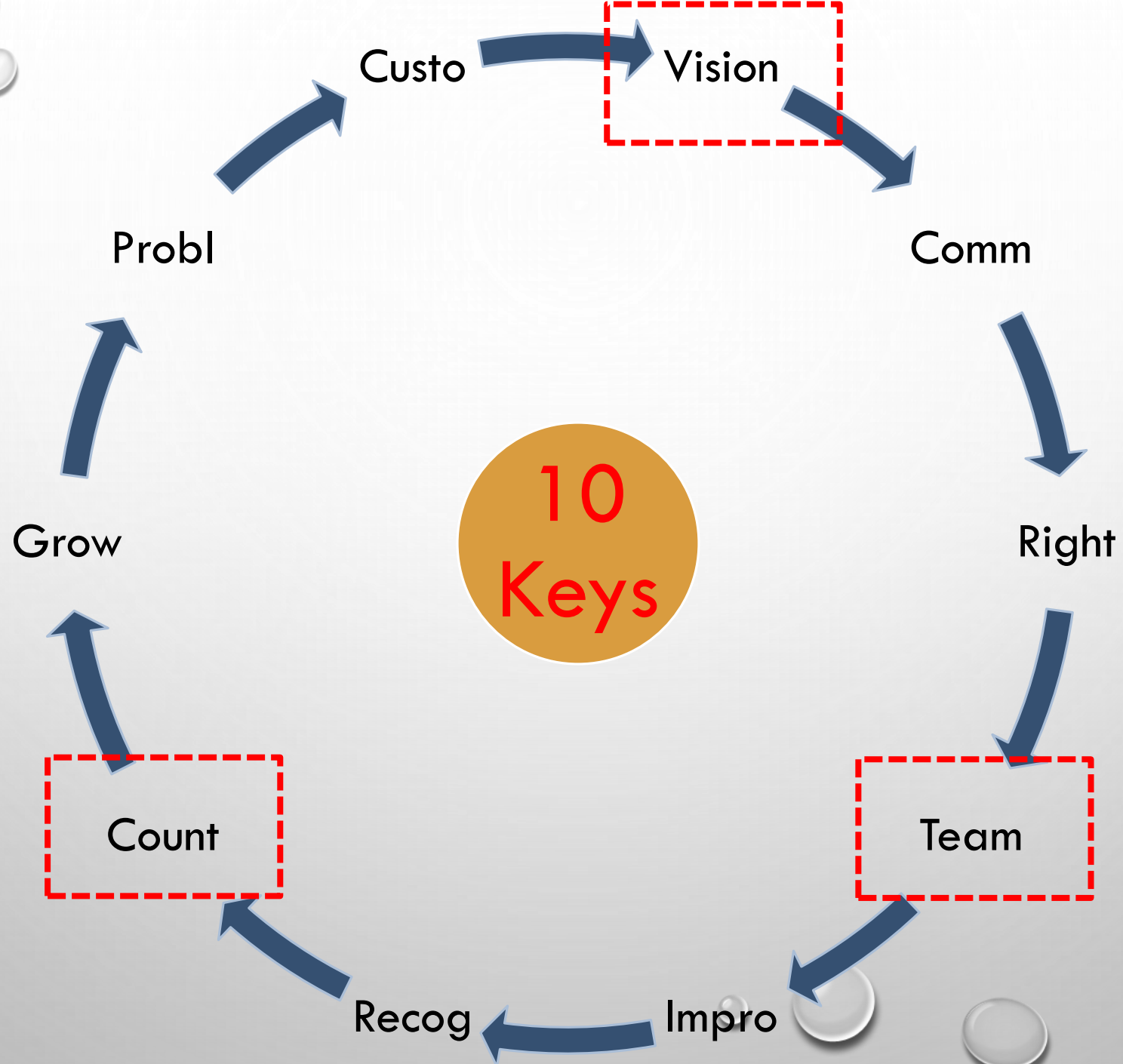
53: Kill the "Employee of the Month" Award

54: Demand Unwavering Commitment

55: Measure Hard Results

Commitment







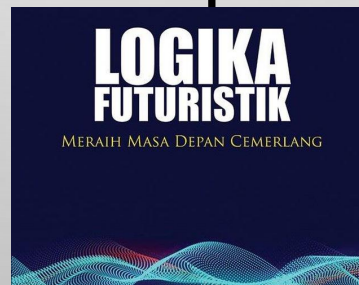
56: Be Fair: Hold Everyone Accountable  
for Results

57: Take Responsibility!

58: Resolve Conflicts Quickly

59: Give Gossipers and Whiners More Work

60: Deal With Bullies or Abusive People  
in the Organization



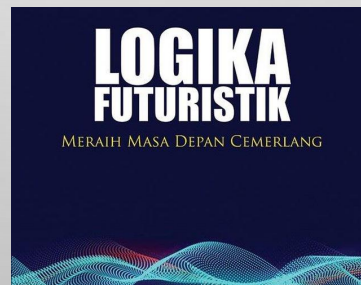
61: Enforce the Company's Policy on Harassment

62: Don't Be Held Hostage

63: Share Your Poorest Performers With a Competitor

64: Smash the Time Clock

65: Do the Right Thing!



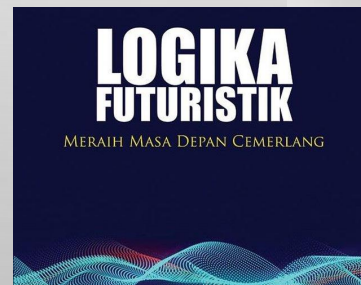
66: Swim With the Dolphins

67: Ensure That Everyone Has a Growth  
and Development Plan

68: Be a Mentor

69: Continuously Delegate Increased  
Responsibility

70: Be a Pygmalion:  
Believe in People





71: Empower Employees

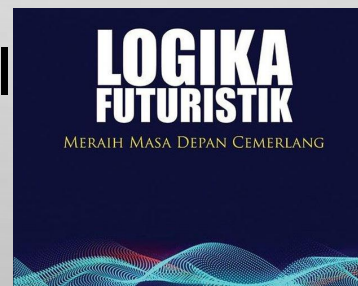
72: Identify and Handle Problems Quickly

73: Create Policies and Procedures That Better Serve Both: Customer & Staff

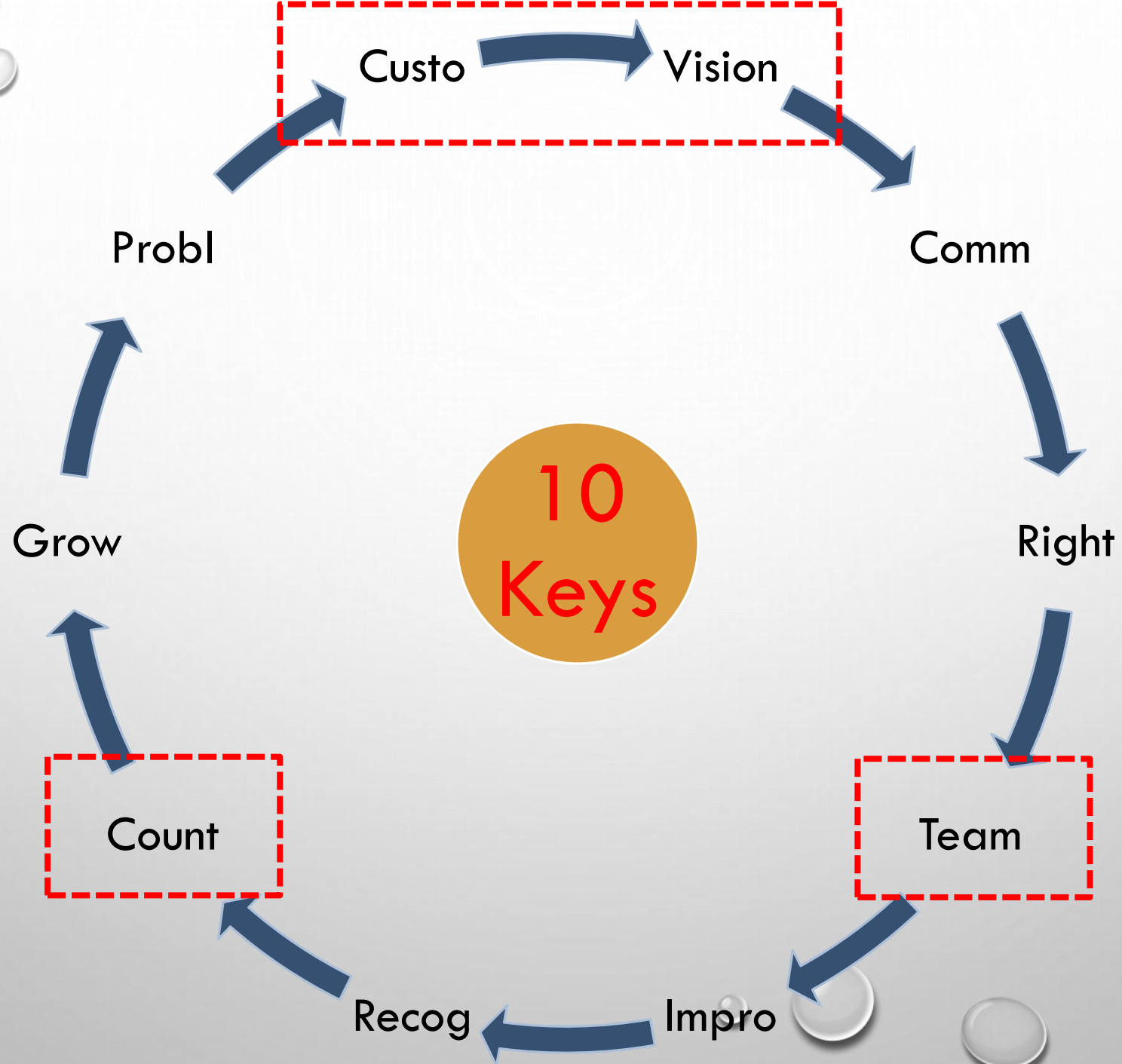
74: Stop Beating a Dead Horse

75: Recognize That the Customer Is Not Always Right

76: Make Your Customer Feel Special

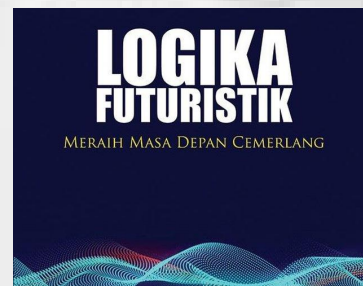






- There is great news: Learning from those leaders in Best-of-the-Best organizations and taking action will lead to your long-term success. You, too, can experience the benefits and excitement of working with an engaged workforce. Don't wait for the CEO, the human resources department, or your boss to tell you to take action. No one else can do it. Creating an engaged workforce starts with you!

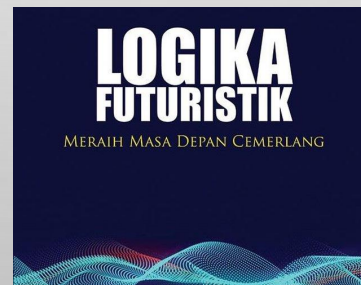
It starts with you!



**Terima Kasih**

**Thank You**

**Matur Suwun**



# Penawaran Kerja Sama

## Contact Person

Kami menawarkan kerja sama untuk menyelenggarakan seminar “Leader for Future” di perusahaan atau lembaga Anda.

Info lengkap: APIQ Centre  
Jl Picung 109 Kota Bandung  
WA 0818 22 0898  
[www.pamanAPIQ.com](http://www.pamanAPIQ.com)

