

MODULE 4: WHY RESULT BASED LEADERSHIP?



The whole concept of driving results is all about executing the vision and strategy that leadership team has formulated. The combination of the critical capabilities of a leader and results makes a result oriented leadership. Result based leadership is always measuring whether the desired milestone is achieved or not because:

- Measurement derives performance.
- Measurement also becomes a tool for reward and execution.
- Measurement gives a sense of milestone achievement.
- Measurement tells you whether you are achieving the goals and target.

Benefits of results based leadership:

- Frees productivity from constraints of hierarchy and limitations of position.
- Understands the audience and customer needs, they continually ask and answer the question “what is wanted?” before they decide how to meet these needs.
- Employees are easily enchanted by these leaders who has the capabilities of a leader and have a target to achieve in mind.
- Results-based leadership makes performance measurement easier. Measuring results helps organization in many ways:
 - Tracking leader’s individual growth.
 - Comparing leaders effectiveness in similar roles
 - Clarifying the leader selection process
 - Structuring leadership programs
 - Using results as the standard filter on who should enter an organization and how they should be trained.