

5 Ways To Show You Can Lead - Before Getting A Leadership Role

You can still be a leader without the title! If your aim is to be a manager or project leader at some point in your career, the responsibility falls on you to demonstrate personal leadership capabilities to those who will ultimately make promotion decisions. Being part of a team presents opportunities to create your very own leadership moments, which in turn can help make the case for receiving an actual leadership position.

1. Take initiative – When new assignments emerge, be at the forefront to volunteer for tasks which will either give the best chance to apply your current skillset or will assist in skill development. Additionally, take responsibility for your input - even if it results in failure. One of the five behaviours of exemplary leadership is to “Model the Way”, which involves being an example to others. A component of “Model the Way” is to practice accountability and not attempt to “blame others or point fingers when things go wrong” (**The Leadership Challenge Workshop Workbook, November 2022 - Caribbean Catalyst Inc.**). The mark of a great leader lies in an ability to take ownership of problems and pinpoint lessons for growth while providing practical solutions.

2. Be collaborative – Leaders understand that team success outweighs that of any individual team member. Essentially, there’s no room for leadership if you plan to be an army of one. Endeavour to include others in meetings, brainstorming sessions and the decision-making process or offer to help with their projects. Through greater collaboration, you are exposed to a range of individual experiences and skillsets which adds to your own leadership knowledge bank.

3. Share your views – Share ideas and offer honest feedback to supervisors and colleagues, especially during decision making. Having a great idea is only half the battle; you should be confident enough to bring it to the fore for the benefit of the whole team. Willingly champion your opinions and those of other team members, even if it involves sending an email or having a separate conversation outside of a group meeting. This will aid in getting noticed as a potential leader.

4. Ask questions – Asking questions is indicative of your level of engagement and enthusiasm with what your team members have shared. It can help colleagues to think through their ideas and make improvements, while providing the chance to make a contribution aside from presenting a viewpoint. Asking intelligent questions can boost your reputation as a critical thinker and show others you can be adept to a leadership role.



5. Provide on your promises – As a matter of regular work practice and especially when you have volunteered for an assignment, present your work on time and at the expected standard. In many organisations, those who attain leadership positions are the ones who prove to be top performers. Applying all the aforementioned tips and delivering on assigned tasks will give you a head start in being considered for a leadership role.