

ROUNDTABLES WITH PHIL



9 CHARACTERISTICS
OF
UP-AND-COMING LEADERS

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CURATED BY

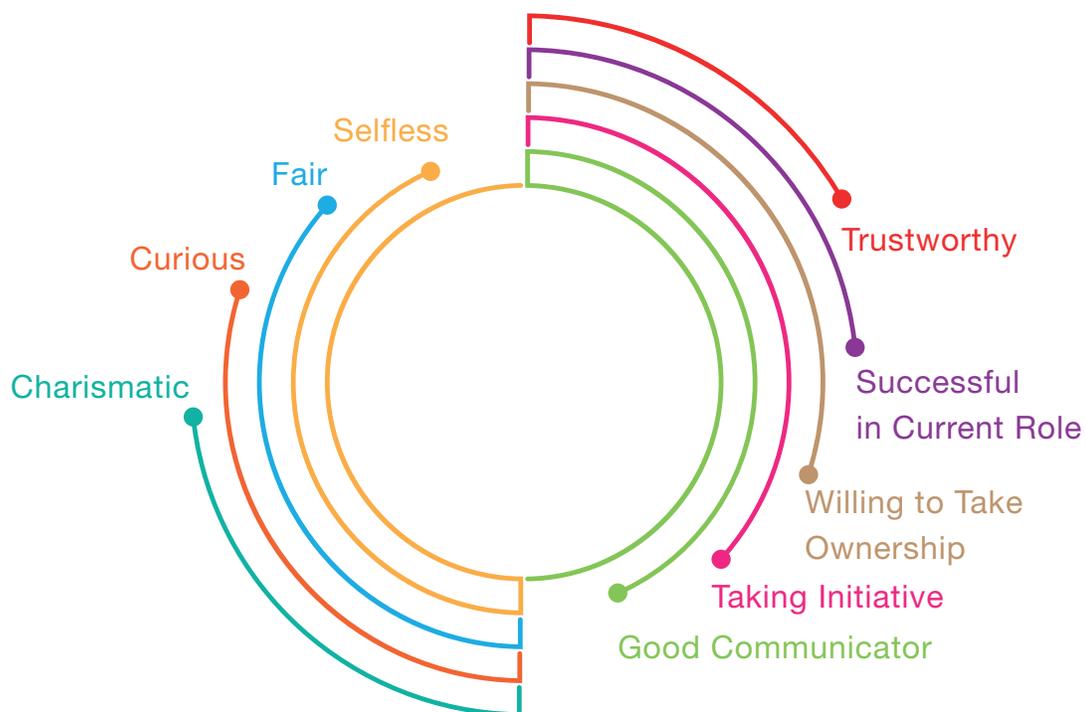
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Identifying Future (Support) Leaders

One of the essential responsibilities of support leaders is to identify future leaders (and help them become leaders, which we will cover in a future post). How can we recognize that team members are up-and-coming leaders?

In a recent working session with 10 successful support executives, facilitated by Phil Verghis, we came up with nine characteristics of up-and-coming leaders.



Trustworthy

Almost everyone noted the need for trust. We are looking for someone with accountability, integrity, and whose promise we can count on.

Successful in Current Role

Yes, we definitely want a top performer! Someone who gets things done, on time, and maybe a little too well sometimes.

Willing to Take Ownership

Up-and-coming leaders take ownership of their work. They follow through. They have the courage to make decisions and express opinions.

Taking Initiative

Up-and-coming leaders solve problems, inside and outside their immediate set of responsibilities. They are creative and forward looking. They like to systematize.

Good Communicator

Up-and-coming leaders are good communicators, both because they listen well (and show empathy, so others feel heard) and also because they are able to present their ideas clearly.

They are able to communicate and collaborate with individuals in a variety of roles.

Charismatic

Up-and-coming leaders have a natural following as they create trust and confidence. They inspire and energize others. They are self-aware.

Curious

Up-and-coming leaders are curious, ambitious, and learn fast.

Fair

Up-and-coming leaders don't grab all the credit for themselves: they highlight others' contributions. They also champion diversity.

Selfless

Up-and-coming leaders allow themselves to be vulnerable and learn from their mistakes. They are not defensive and keep their egos in check.

This is a pretty intimidating list, isn't it? Have you attempted to assess your up-and-coming leaders? What characteristics do you look for?