

WHY A LONG-TERM MINDSET IS A LEADER'S BEST SHORT-TERM STRATEGY

1. What are you aiming for?

- When you start to think long-term, it's easy to get lost in the detail.
- Ask yourself: where do you want to go? What are your obsession metrics?
- How can you make the most of the hand you've been given?

2. What's your legacy?

- All we leave behind is our story, so make sure it's the best one possible.
- We are all born with a purpose, a dreaming path – take time to find yours.
- Don't be a ghost, leave tracks for others to follow.

3. Find your 10/10's

- Flip your mindset to the positive – harvest your great moments every day.

4. Adopt an abundance mindset

- 'I choose to', not 'I have to.'
- API – Assume positive intent from your client, your team and yourself personally.

5. Take time to reflect regularly

- Step away from deadlines and review your long-term goals, your environment and yourself.
- Ask yourself – is what I'm doing contributing to where I want to go?

6. You can't have one without the other

- Understand the balance of short-term and give yourself the time and freedom to actually think long-term.

7. When others are building armies, build relationships

- Relationships – with your team, family & community – are everything. They allow you to share, improve and move forward in a positive way.
- Treat relationships as long-term investments.
- Bring stakeholders in as partners early, not as judges later.
- Learn to speak business.

8. Approach everything with an open mind

- Be willing to listen and learn.
- Focus on the Climate, not the weather.

9. The 4 R's of good leadership

- **Responsibility:** beyond just yourself.
- **Relationships.**
- **Respect:** for yourself, clients, community & colleagues.
- **Keeping it Real:** avoid tokenism and hot air.

10. The circle of equality

- Shift away from the traditional leadership hierarchy.
- Give everyone a voice: we can all influence team direction and culture.

11. Be an authentic leader

- Be willing to be vulnerable.
- Have empathy: understand others' values & needs and know what motivates them.
- Value your team: this will build loyalty and make those in the team more likely to think long-term.
- Encourage upskilling and continual learning for both yourself and your team.
- Create an environment where it is safe to fail – see it as a learning opportunity.

12. Look after yourself

- You can only help and inspire others when you're in a good place yourself.
- Don't wear busy-ness and stress as 'badges of honour.'
- Develop an internal pep talk for tough times: *This too shall pass.*
- Remember: it will work out in the end.

13. The importance of patience

- Long-term goals take time. View patience as a long-term metric.
- Manage expectations internally.
- Look at trends over time, not immediate results.