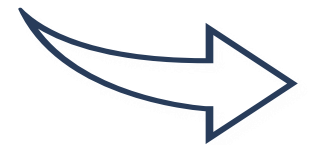




K&A

KNITTER AND  
ASSOCIATES

# 7 ways to practice leadership without authority



# 1

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## Accept yourself

Our thoughts impact our emotions and our actions. Once we understand who we are and how we communicate, we are then able to influence, which in turn helps us define our purpose and direction.

*“Watch your thoughts, they become your words; watch your words, they become your actions; watch your actions, they become your habits; watch your habits, they become your character; watch your character, it becomes your destiny.”*

– Lao Tzu



# 2

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## Develop robust relationships

However talented we are, great outcomes cannot be achieved alone or by working in silos. Make and maintain meaningful connections by establishing rapport at every level. This translates to the ability to influence others positively and, in turn, attaining success.

# 3

## Establish trust

Relationships, leadership, change and business are built on trust. When we are trusted, we are listened to actively and can influence others by what we express. A reputation for straightforwardness, transparency, reliability and being driven by values helps build trust and respect for us among stakeholders on a long-term basis.



# 4

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## Engage in lifelong learning

Knowledge and information lead to true power — increase your wealth of knowledge and your value will increase with it. When we openly welcome new concepts or ideas, we grow and adapt quickly.

# 5

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## Play to your strengths

Our special gifts and talents make us unique. Recognizing and sharpening our strengths enable us to play to our strengths. With this expertise, we can support our team and colleagues, attaining optimal outcomes and making us more valuable as leaders.



# 6

## Appreciate others

As human beings, we desire acknowledgement and appreciation. As leaders, it is important to be generous in displaying appreciation and recognizing good work, making others feel valued and increasing their feeling of belonging towards the organization. Contributing to others' happiness at work increases their engagement. Leaders who bring the best out of people are more influential.

# 7

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## Be available for colleagues

Invest time in getting to know your colleagues, recognize their aspirations, listen empathetically and provide them with support. This is how we can gain influence without power, authority or title. This influence and credibility enables us to create positive change in everything we do!



Impact that matters.