



EAP: A SOURCE TO FUEL GREAT LEADERSHIP

In 2022, successful leadership looks different than it did five years ago. Throughout the pandemic, changes have reverberated through every workplace, forcing the role of leaders to evolve. Many experienced leaders as well as new leaders are finding themselves struggling to live up to the expectations of being a great performer.

One resource leaders can turn to for help in enhancing their leadership performance is their EAP. Typically EAP's are known as a resource for employees and family members struggling with personal or mental health issues, but the core mission of EAP's is to improve workplace performance — and the best place to create impact is with management. Top-tier EAP's provide a variety of resources and expertise to enhance leadership and management skills. When working with their EAP, leaders have access to a combination of consultation, coaching and education to find success in their performance.

Here are some tips to keep in mind about leadership:

LEAD WITH YOUR STRENGTHS

Each leader has a different set of strengths. Maybe you are a good networker or problem solver. Some leaders are the person everyone comes to for sound advice. Do you excel at researching, selling or presenting in front of a crowd? Find your strengths and figure out how to best use them in regards to your work. Using your natural gifts will help lead to your best possible performance.

Try not to copy someone else's gifts. Some people choose a leader that they admire and seek to emulate that person's style. You will not be successful if you have different naturally given gifts. You may end up putting in a lot of work without seeing any good results.

WORK IN CONCERT WITH OTHERS

When taking advantage of your strengths, it's understandable that there might be some gaps. A way to develop an overall skill-base is to surround yourself with individuals who have different skills than you.

- If you are a big picture thinker or strategist, find someone who is good with details to plan with you.
- If you are a researcher and writer, look for a networker and presenter to help balance your introvert skills with some extrovert skills.

Trying to do it all is exhausting and is less effective than surrounding yourself with individuals who have complementary skills. Using a "we" approach gives everyone a chance to shine.

DETERMINE WHO SUPPORTS YOUR BEST OVERALL PERFORMANCE: There are many that say it is lonely at the top, but it doesn't have to be. It is often better when there is a complementary crowd. As a leader, it is important to consider who is on your "we" team and if they will provide you with the support you need. Great leadership is the best predictor of organizational success and the most effective tool for impacting employee well-being and engagement. Make sure to take advantage of your EAP's resources and services to be at your best.

For more information about Continuum EAP and its services, contact Gail Sutter.