



It has been a tough start to 2017 for my (Simon) family and I as sadly my father unexpectedly passed away at the end of January. At the ripe old age of 87 he always said he had had a fantastic life. Whilst driving to deliver a leadership session the other day it got me thinking, “**what is his LEGACY?**” After much thought it struck me that my Dad’s legacy is my 2 brothers and I. Whilst all 3 of us are very different and have diverse careers we, I think!, are all successful in our own rights, hard working and respectful of others. The more I thought of it the more I thought how powerful a legacy that actually is and, as all 3 of us have children, so his legacy will go on. As is normally the case it’s often not until we lose something that we take the time to reflect. Having thought about my Dad it really made me think from a leadership perspective how many of us actually think about what our leadership legacy is/will be? Or is it something many leaders think about when it’s too late to bring it into fruition?

Never in my previous leadership roles did I think about what legacy I might have been creating at the time. Most probably because I was always so flat out working on what I needed to achieve at that moment in time. However when I do actually stop and think I can conjure up names of individuals I’ve developed or business results/cultures I’ve created that could go down in history as my leadership legacy... albeit my journey continues, I'm not done just yet!

A bit of research later on the subject and I found a [great article by Forbes](#) which

succinctly suggests;

"a leader's legacy is a byproduct of the historical decisions one makes driven by his or her personal values. In other words, a solid legacy plants the seeds from which consistency and expectations sprout that, in turn become the organisational funnel for future performance."

They go on to propose six ways leaders can leave long-lasting legacies:

1. Keep employees engaged
2. Stay people focused
3. Continue to raise the bar
4. Set the conditions (Right people doing the right things at the right time)
5. Use uncertainty to inspire
6. Let others know where you stand

I figure before we can do these things though we need to first understand “**why we exist?**”. Why do we do the things we do? For me this is where Simon Sinek’s principles on “Start with the WHY” come to the fore. The concept of considering WHY we do what we do that is isn’t focused on the end game outputs but rather the motives that drive us to achieve them – the purpose, cause or belief. Visit Simon's [website](#) to understand more and realise your WHY...

So before you are stood on the precipice of retirement ask yourself TODAY what your leadership legacy will be.

What will you be known for?

What did your current team say about your leadership effectiveness yesterday?

How will you have positively influenced business performance and people’s lives?

The decisions you make today will be YOUR LEGACY in the future.

To discuss how we might support you in creating your legacy contact Simon

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