

Unlocking the Leader's Mindset

Digital Exercise



Naveed Siddiqui



In case you're not familiar with me and my work, let's get acquainted! Here's what you need to know.

I am a leadership coach and future of work advisor. I partner with emerging and forward-thinking leaders who strive to show up authentically for themselves and elevate how they lead others.

I want to re-imagine the way we think about and approach work. From equitable systems to thoughtfully-crafted methods of collaboration, I believe the workplace stands to become more *human*. There is still ample room in our evolving world for ambition, professional growth and meaningful impact through our careers. If we're willing to adapt, to be more intentional about *how* we work, we can create organizations in which people feel trusted, empowered and purposeful. That's the transformation I hope to foster through my work.

Creating a more human workplace, though, means changing the way we lead. Leadership can no longer be driven by dominance, fear and ego as we so often see in organizations; instead, we will need to place qualities like trust, empathy and vulnerability front and center.

I hope my work inspires you to think differently about the way you work and the way you lead. You can find additional resources at naveedsiddiqui.com.



Conducting the Orchestra

One of the most jarring adjustments new leaders can struggle to make is growing from being the person who **does** the work (e.g. writing code, creating models, sourcing vendors, etc.) to the person who **designs** the work. As their leader, your primary responsibility becomes creating the kind of environment in which your *team* does great work.

You transition from playing the instruments to conducting the orchestra.

What does conducting the orchestra look like?

- Clearly communicating your expectations to your team members, such as what “done” looks like for an assignment
- Setting the priority levels for your team’s goals, projects and tasks
- Looking out for your team members’ well-being (e.g. creating psychological safety, clearing obstacles, celebrating successes)

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**As a leader, your value
is not found in the
quantity of work, but in
the **quality of thought****

- Pam Marmon



Conducting the Orchestra (Exercise)

Let's put the idea of conducting the orchestra into practice. Use the reflection questions on the following two pages to brainstorm ideas for your team's ideal workflow and environment. Start by writing any ideas that come to mind; don't be afraid to think big. As you get more comfortable and ideas start flowing, challenge yourself to get specific on how you will implement ideas into your team's regular workflows.

1. How can you guard your team members' time so that they can maximize space for focused work?

2. How often will your team meet together? What will you try to accomplish during team meetings?

3. How will you celebrate team and individual accomplishments?

4. Which tools and techniques can help your team organize its work and have meaningful conversations about it (e.g. Agile, Kanban, Basecamp)?

Additional notes:

Explore the Disruptive Leader Toolkit



Leader Launch: A Digital Companion for New Leaders

Leader Launch is a practical primer for new and aspiring leaders, a collection of leadership insights, interactive exercises and timeless inspiration. Unlike traditional leadership books, *Leader Launch* is a beautifully-designed and approachable guide that coaches you and will serve as a companion for years to come.



A Guide for Meaningful Meetings

Meetings are good. The way we host them needs to change. If you've found yourself sitting through too many wasteful and unproductive meetings, this free guide offers a framework and practical advice for crafting purposeful, equitable and just plain better experiences.

Digital Exercises

Taking Control of Your Time at Work

Unlocking the Leader's Mindset

The Art of the 1-on-1 for Leaders

Building Influence as a Leader

You can find the full Disruptive Leader Toolkit at
naveedsiddiqui.com/toolkit



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