

Lead with Heart
Leave a Legacy

By Tricia Manning

Introduction

Leading with heart, caring about the people around you, and supporting others while creating opportunities for them to be successful are all important ways to become a legacy leader. My goal as a leader has always been to motivate, lift, and inspire people. In this book, you will find ways to be a highly engaged leader and understand what inspires, motivates, and connects people individually.

With new technology, everything is moving faster than ever before; you have to build a culture of collaboration and bring others along in decisions that need to be made in large and small changes that will impact them directly. Many leaders don't have the patience or desire to engage their teams this way, but investing time early on will help expedite the outcome. This book will show you how collaboration creates commitment to a goal and how your team will have a direct hand in the successful outcome.

You may be thinking, "Why to be a *legacy* leader?" As a legacy leader, you can exponentially impact success and results because you can drive the business and the outcomes through other people. You may already know what it's like to be successful, and being a legacy leader allows you to multiply that through others.

Not many leaders get to experience the idea of authentic leadership or have an impact on others. When you're a legacy leader, you are rewarded with the knowledge that you have used self-reflection and found the sweet spot where you operate at your best. You can take it wherever you go when you operate that way, build the skills, and evolve that personal leadership brand. It transcends whatever you will do next if it's done right.

One of the best parts of being a legacy leader is that you will be important in helping others do their best work. You get to contribute to a greater purpose and connect with others for

a purpose beyond your own success. You leave your mark and leave things better than how you found them. A legacy leader inspires others, and you can reflect on how you have impacted an organization.

Businesses come and go, and people will rewrite the history of a company's results and how the organization got to where it was, good or bad. Others may take the credit or might remember things differently, but what people can't change is how people felt about you as a legacy leader and the hand you had in their own experiences, their personal growth, and their success.

To be successful in the long haul for a team or company, you must put others at the center of that success. Your role as a leader is to realize that the work is about the people and their needs. Think of it like a puzzle where the strengths of individuals are the pieces put into place to create a whole. People should be put where they can do their best work; if that place doesn't exist, it should be created for them.

Don't underestimate the impact employees who feel connected to the business and the leadership can have. They will start to see possibilities for themselves by contributing their talents that make a difference. You can empower, champion, and hire people to teach you something. As a leader, it's important to show passion and personal commitment to the organization's direction and the values the company is built on. You can foster and encourage employees' personal and professional growth while helping them develop their skills and create a sense of goodwill and loyalty.

You will learn about a recent trend called "social learning," where collaboration plays a huge role in keeping people connected, generating conversation, and promoting autonomy and self-direction because there's no expectation. Creating a community around these forms of collaboration

can increase problem-solving and improve connection and engagement while helping people become their personal best.

It is all about bringing together new perspectives and understanding how others experience the world. For example, diversification brings in new perspectives, skills, mindsets, and unique insights essential to solving the complex, global, high-stakes problems that businesses face today. To become a legacy leader, capturing your unique voice and using it to your advantage is important. Without a unique voice, it will be difficult to become a great leader, although you can certainly be a good one. What do you want to be known for? Do you want to leave a legacy behind? Let this book take you on a journey of leading with the heart that will be rewarding, worthwhile, and gratifying in many ways. Let's get started.