

# April 2009 Newsletter

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## WHAT KIND OF LEADER ARE YOU?

Becoming an effective leader is a lot like being in the stock market. You don't make your fortune in a day; you make it daily, a little bit at a time. What matters most is what you do day after day, over the long haul.

Leaders aren't born; they are made. The process of leadership is long, complicated and has many elements. Respect, dignity, discipline, people skills, vision, emotional strength, opportunity, preparedness and experience are just some of the intangible elements which come into play when talking leadership.

We can, over a period of time, increase our leadership potential if we can understand and accept the five levels of leadership. They are:

### **Level One - Leadership From Position**

This is the basic level of leadership. At this level people follow you because they have to. Your ability to lead people is totally geared to your position and does not exceed beyond the lines of your job description or the authority granted to you by the company and your boss. Your security with the company is based on title and position, not talent.

### **Level Two - Leadership From Respect**

At the respect level of leadership people follow you because they want to. People want to know that you care, before they care about what you know. People see you as a professional partner, sharing the same goals and the same challenges along the way. Leadership will flourish at the respect because respect will breed lasting trusted professional relationships and that, in turn will provided the basis for effective leadership.

### **Level Three - Leadership From Results**

People follow you because of what you have done for the company. People admire you for your accomplishments and respect your tenacity. At this point leadership becomes fun. Going to work is fun, work related challenges are seen to be opportunities for a more stable work environment and all tasks have a purpose in the minds of the employees. Good things happen at the results level. Making profit, low employee turnover, higher employee morale and solving problems with ease are some of the items that become evident at this level.

### **Level Four - Leadership From People Development**

People follow you because of what you have done for them. It is a leader's responsibility to develop their people to do the work that is expected to contribute future growth opportunities to the company and the people who serve it. People are loyal to you because they see firsthand personal growth opportunities for them as well as, the company. Leadership success is underscored by a win - win scenario and a high commitment to success.

### **Level Five - Leadership From Mentorship**

People follow you because they respect you. As a leader you are bigger than life and your success is shown through a life of accomplishments. People seek you out after you have left the company because you have left an indelible mark on the organization and the employees. Although less than five per cent of all leaders will get to this level of leadership. It is a level worth striving for.

## HOW TO RUN YOUR BUSINESS AND STAY SANE?

Contact us for a free consultation and discover how to take the hassle out of running your business and gain your sanity back.

- Human Resources
- Administration
- Payroll
- Outsourcing
- Bookkeeping

For more info go to [www.bossgroup.co.nz](http://www.bossgroup.co.nz) or phone 06 834 3071



## WE'VE MOVED PREMISES

We are now located on level 1, 100 Dickens Street, Napier. Our postal address has also changed. So please update your records.

We continue to operate in the Wairarapa on a mobile basis every week and in other areas on an "as needs" basis. Call us now to make an appointment.

## SO COME AND MEET THE TEAM

Leanne Welsh – Director.

Leanne has extensive experience in Human Resources, Early Childhood Centre Management and General Business Management. Raised in Hawke's Bay she has returned to Napier after 15 years away experiencing city life in Wellington and country living in Martinborough.

Fiona Savage – Consultant.

Fiona brings a wealth of recruitment, career transition advice and account management experience to BOSS Group Ltd. Despite the accent, Fiona considers herself a true blue kiwi and would love to help you identify what services your business needs.

Tracey Taylor – Office Manager.

Tracey is the backbone of our organisation and has responsibility for making the office tick. You will be wowed by Tracey's customer service skills – I know we were!

Steve Welsh – Consultant.

Steve has over 20 years retail and sales experience. His specialist knowledge in these areas is a welcome addition to our skill base, as is Steve's knowledge of music and coffee.

## HAVE YOU CHECKED OUT OUR NEW WEBSITE?

Didn't xplora.net do well?! We are rapt with our new [website](#). You will see on this website the expanded range of services now on offer at BOSS Group Limited.

## SEMINARS RUNNING IN MAY

In association with the HB Chamber of Commerce we are running two short seminars in May.

### Employment interviewing 101

What questions should I ask?

Interviewing can be as stressful for candidates as for the interviewer. Interviewing 101 will show you how to design questions to get the right information from a candidate, when you should use tests and how to use reference checks.

Date: Thursday 14 May 2009 - 5.30pm-7pm

Venue: Boss Group Boardroom, Level 1, 100 Dickens Street, Napier  
Invest: \$10 Chamber members, \$15 non members

### Employment performance and discipline 101

What do I do to handle discipline and poor performance? Discipline 101 will provide you with an overview of the legislative requirements, and a practical "how to" resource.

Date: Thursday 28 May 2009 - 5.30pm-7pm

Venue: Boss Group Boardroom, Level 1, 100 Dickens Street, Napier  
Invest: \$10 Chamber members, \$15 non members

**To register phone Tracey on (06) 834 3071**

## HOT CANDIDATES – Permanent or temporary

### ALL THINGS HR

Senior Human Resource Professional for 10 years, international experience gained in a variety of industries including Manufacturing, FMCG. HR Consulting within the public and private sectors.

### PRINTER – TRADESMAN

Extensive knowledge in the printing industry, Sets extremely high standards and takes pride in delivering high quality results no matter what the task.

### ADMIN SUPERSTAR

Strong administrative and numerate skills, displaying a sound knowledge of administration policies, systems and procedures. Has strong computer skills, sound planning and organisational strengths with excellent communication and listening skills.

## BUSINESS IS ALL ABOUT CUSTOMERS

Want to keep in contact with them but don't know how?

Don't know who your customers are?

We provide a hassle-free low cost solution to keep you in touch with your clients .

Contact us to find out our plan to grow your business

phone  
06 834 3071



*hassle-free  
business solutions  
at your place or  
ours*

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