LAMDA Solutions

LEADERSHIP AND MANAGEMENT DEVELOPMENT ASSOCIATION

The LAMDA Leadership Newsletter

Month 1: Foundations of Self-Leadership

Let's be honest, most problems within leadership aren't centred around:

- Strategy
- Capability
- The Team

They are centred around the person in charge, the leader.

Not externally…
…but internally.

In this month's newsletter, we will be exploring a simple but often overlooked idea:

You can't lead others consistently…
…if you can't lead yourself consistently.

Because leadership is built through layers, not within moments.

Only 21% of employees ae fully engaged.
- ie edu, 2025

Around 50% of employees report being unproductive at work.
- Ivy House, Jan. 2025

Employees are 4x more likely to be high performing under human-centric leadership.
- Forbes, May 2023

Teams with strong leadership show:
+18% Productivity
+23% Profitability

Organisations see an ROI from leadership development of $3-$11 return per $1 invested.

Organisations with leadership training see:
+25% Organisational Performance
+29% Employee Retention

Leadership quality accounts for up to 70% of variance in team engagement.
- Quarterdeck, Jun. 2025

What It Looks Like	What Is Actually Driving Them
Achievement	Power (Control)
Growth	Affiliation (Mentoring)

LEADERS SEE BEHAVIOUR
GREAT LEADERS UNDERSTAND MOTIVATION

1. Motivation → Where Your Energy Comes From

We often label people as "unmotivated".

But the reality is:

Everyone is motivated…
…we just misunderstand what drives them.

As leaders, that usually starts with misunderstanding ourselves.

Through my work, I've found five consistent motivational drivers.

Existence	Achievement	Affiliation	Power	Growth

But the real power is not just in knowing these.

It's recognising where your energy naturally flows…and where it doesn't.

Because if you don't understand your own drivers…
…you will misread the people around you.

2. Discipline → The Bridge to Behaviour

Motivation itself means nothing without action.

This is where most people get stuck.
→ They wait to feel ready.
→ They wait to feel motivated.

But leadership doesn't work like that.

Discipline is the mechanism that turns intention into behaviour.

It's not about perfection…
…it's about consistency.

- Starting when it's uncomfortable.
- Continuing when it's inconvenient.
- Resetting when you slip.

Because over time your discipline doesn't just drive results…
…it sets the standard for others to follow.

Performative Discipline	Values-Led Discipline
Erodes Trust	Builds Trust
Encourages Avoidance	Models Standards
Fosters Silos	Culture Strengthens

Research has consistently shown that people centred leadership:

Higher engagement, trust, and commitment.

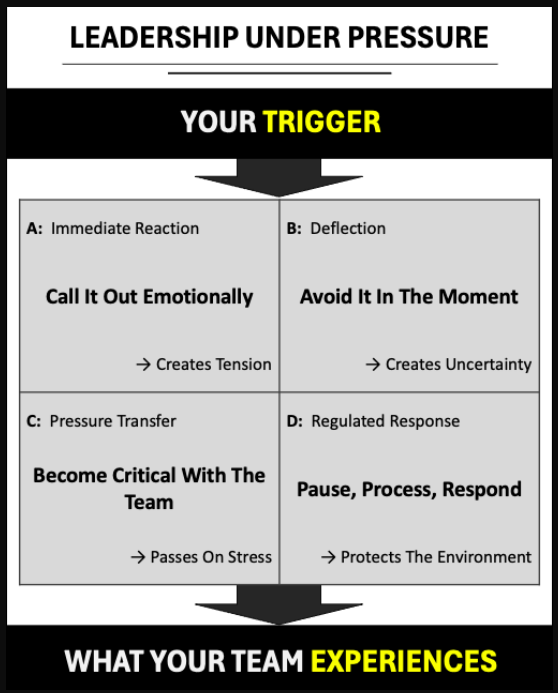
Increased creativity and productivity.

More team-orientated behaviour.

Reduced stress and burnout.

Improved psychological wellbeing.

- People ACCIONA



3. Emotional Regulation → What People Actually Experience

Leadership does not become visible when things are going well…
…but when they are not!

Because no one remembers your intentions.

They remember your reactions.

✓ You can be motivated.

✓ You can be disciplined.

But under pressure?

This is when your self-leadership shows up.

☐ Do you react…or respond?
☐ Do you transfer pressure…or contain it?
☐ Do you create safety…or tension?

Because your team doesn't experience your plans…
…they experience your patterns.

4. Identity → What Your Leadership Becomes

Over time, how you channel all of this compounds.

→ Your motivation…
→ Your discipline…
→ Your emotional control…

They don't stay separate.

They form your identity as a leader.

And the uncomfortable truth?

Your leadership identity is not what you think it is…
…it's what people experience…repeatedly.

It's built through:

- What you tolerate.
- What you repeat.
- What you reinforce.

And from that?

Your culture is created.

Not by your intention…
…but by your behaviour.

The 4 Specific Levers that Drive Results:

Psychological Safety	Employee Development	Leadership Communication	Trust-Based Autonomy	Recognition
Teams are 76% more likely to innovate.	+24% Profit Margins +218% Income per Employee	+47% Total Returns -50% Employee Turnover	+32% Productivity +27% Revenue per Employee	-31% Employee Turnover +12% Customer Satisfaction

- Noomii, 2024

So, when a leader asks:

→ "How do I improve my team?"
→ "How do I build a better culture?"

The actual question should be:

→ "How well am I leading myself?"

Because you don't get the culture you intend, you get the culture your identity creates.

And that identity?

It's being built every single day whether you're intentional about it or not.

Only 15% of people have strong self-awareness.

The correlation between perceived vs actual leadership capability is <30%
- ie edu, 2025

"Most leaders think they're leading well…
…but they lack the self-awareness to see the gap."

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