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Tips to Becoming an Effective Leader

With insight from Walter Marques
Director of HR Operations at BeyondTrust

1. Practice servant leadership.

Leadership is the greatest gift that's been given to us, allowing us to impact someone's life both **professionally and personally**.

When leaders try to accomplish their *own* agendas & goals, they, unfortunately, end up hindering their team's potential and success.

Servant leaders, on the other hand:

- **Serve** others.
- Put people **before** their own desires and aspirations.
- Show their team they **love** them.

2. Live by your core values.

To be an effective leader, Walter suggests being *intentional* about living out your core values every day.

Walter finds the Marine Corps' values **honor**, **courage**, and **commitment** fall in line with leading effectively:

- **Honor** means honoring those individuals that contribute to the organization.
- **Courage** means standing up for what is right *despite* the opposition.
- **Commitment** means committing to the mission, the organization, and the team.

3. Lead with purpose.

People don't follow causes or organizations. They follow worthy leaders who promote causes that they can **believe** in.

"It's important for HR to communicate that to executives so they can **realize** the importance of developing relationships within the organization. When they can do that correctly, those bonds are very hard to break," shared Walter during this interview.

As they say, people don't quit their jobs, **they quit their bosses**.

4. Align under a common mission.

Every organization has *something* important to contribute to society. As leaders, we have to find a unique way to **voice** that to our teams and align their roles to the organizational mission.

"We're responsible for making sure employees have the *right* mindset so we can be an *effective* organization," shared Walter.

That's why it's important for team members to understand **what role they play** in the *success* of the organization.

For more insight on leadership lessons HR can learn from a marine, listen to [episode seven](#) of HR at the Table with Walter Marques, BeyondTrust's Director of HR Operations.

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