

Leaders in Conversation presents

NAVIGATING FROM MANAGEMENT TO LEADERSHIP

In this episode of Leaders in Conversation, Samkelo Blom talks about the difference between management and leadership, his own personal journey of becoming a leader, the transition from employee to entrepreneur and business owner and provides useful travel tips for leaders who are on the same journey as him.

Samkelo Blom



Crispin Swart



From Management to Leadership:
"My Journey of Leadership Transformation"

QUOTES BY SAMKELO BLOM

“ THOSE WHO LED ME, GOT THE MOST OUT OF ME. ”

MANAGERS REACT, LEADERS RESPOND.

LEADERS LEFT ME FEELING EMPOWERED, MANAGERS OFTEN LEFT ME FEELING FEARFUL.

LEADERS UNDERSTOOD THAT I HAVE AN IDENTITY.

IN MY LEADERSHIP JOURNEY THERE WILL BE MOMENTS AND TIMES WHEN I WILL NOT GET IT RIGHT.

NUGGETS OF WISDOM

- ▶▶ Many of us grow up in our families, communities and schools being more exposed to management styles (e.g our parents, teachers and community leaders). The transition to leadership is not easy.
- ▶▶ Leadership is often perceived as warm and fuzzy. The opposite is true. Leaders deal with the hard stuff, make unpopular decisions and have very tough conversations.
- ▶▶ Leadership is about the ability to see:
 - VISION BEYOND chaos.
 - PURPOSE beyond instability.
- ▶▶ Real leaders need to stand up in our world of OPPORTUNITIES. There is nothing like a crisis to produce something POSITIVE.
- ▶▶ You can't teach INTEGRITY. It is part of who you are.
- ▶▶ AUTHENTICITY and VULNERABILITY releases you. It also speaks to your values.

NUGGETS OF WISDOM

- ▶▶ Being a leader is part of our IDENTITY. It is the essence of who we are.
- ▶▶ The only way to lead is from one's PURPOSE. No other way makes sense.
- ▶▶ It is not an either/or, that I'm only a leader or a manager. It involves making TOUGH decisions that are not always appreciated at the time.
- ▶▶ It's OK to make a mistake. But own it, take ACCOUNTABILITY.
- ▶▶ We will never stop learning what it takes to be a leader. Our systems and context is ever changing. Never underestimate the power of feedback.



- What is the essence of leadership for you?
- What have your role models taught you about leadership?
- What are your leadership aspirations?
- Can you be transparent about your failures?

MESSAGE TO LEADERS

- ▶▶ Our country presents many opportunities for real leaders to emerge
- ▶▶ Our present crisis is asking for real leaders
- ▶▶ There is hope for our country and courageous leaders will make it possible
- ▶▶ Leaders will help us see vision beyond chaos, to see purpose beyond instability
- ▶▶ Our country is asking for courageous leadership.

KEY CAPABILITIES OF A LEADER INCLUDES:

- The ability to listen, including listening to data they may not necessarily agree with.
- Seeing people for who they are
- Understanding that people will not stay in your organisation forever, and that it is okay to let them go.
- Being receptive to feedback and learning from it.
- Being self aware and knowing one's strengths and limitations.
- Acknowledging our own failures and continuously learning.



SAMKELA BLOM

Samkelo is the founder and CEO of Nomatu Consulting. Driven by his experience of exclusion in the workplace, Samkelo founded Nomatu Consulting to create inclusive and diverse teams and organisations that have a culture of belonging. Samkelo has held numerous senior management and executive positions in Human Resources, Learning & Development and Transformation. Testimony of Samkelo's devotion to his work in this space is the CEO Recognition Award of The South African Board for People Practices which he received in June 2021. This annual award was attributed to Samkelo for his "extraordinary service and outstanding contribution to the HR profession".



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