

12 Strategies for Visionary Leaders



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HI!

Wendy Smith

@sargentsolution

TITLE

Founder & CEO, Sargent Solutions Inc.

HOMETOWN

London, ON

ABOUT ME

I'm the analytical wizard behind Sargent Solutions. Our company fills the gaps in the nonprofit space by tying fundraising, finance and database management together to solve problems – where solutions aren't always evident – so all things can become possible. Since launching the award-winning business in 2006, I've created a cohesive team – a family – of high-level achievers who all want the same thing: to make the world a better place by helping charities help the world. In 2018, Sargent Solutions was chosen as Blackbaud's Solution Partner of the Year and won Blackbaud's "We Give Back" Award.



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#Boston



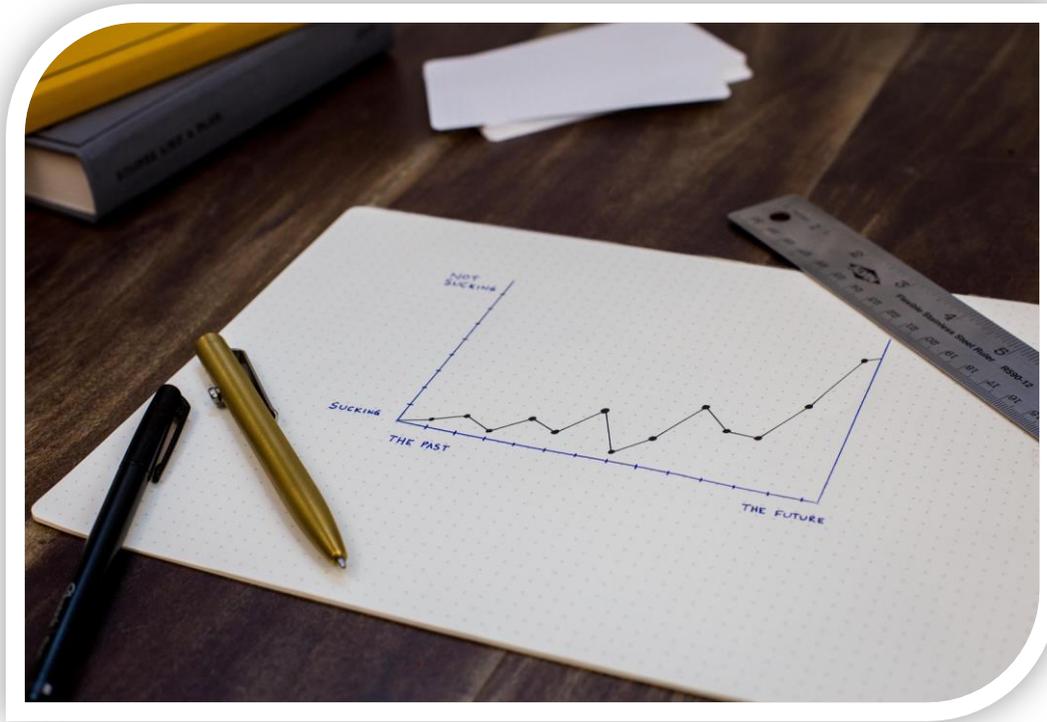
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#1



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#2 Set clear obtainable goals with accountability.



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#3 Give staff tools for success.

- ✓ Training
- ✓ Autonomy
- ✓ Budget

#4

Employees must feel their work is making a difference.



#5

When you micromanage, you take away your employee's ability to be their best.



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#6

Visionary Leaders must push through uncertain times and lead the team forward.



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#7

Use all the tools in your toolkit to help make good decisions in uncertain times.

- Analyze your data.
- Pull from past similar situations.
- Ask for employee feedback.

#8 Lead through good and bad times.

"Employees do not want to disappoint a leader who trusts that they can do something and empowers them to do it!"

-Wendy Smith



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#9

Visionary
Leaders have
loyal staff
that would
bend over
backwards for
them.



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#10

Let employees help create the goals and vision of your organization.



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#11

Ask employees what they have done to be more engaged.

Instead of...

Asking them what you can do to increase their engagement with the organization.

#12



Pitfalls to Avoid in Workplace Communications

- Use e-mail to express concerns.
- Provide opinionated criticism
- Ignore issues when staff discuss with you.
- Dwell on fault and errors
- Pushing forward without listening to concerns
- Go to the source/work it out in person.
- Provide performance-focused feedback
- Interact and provide verbal feedback verify your understanding
- Focus on solutions and how to make the situation better.
- Hear concerns and Acknowledge them

Don't

Instead



Your greatness is not what you have,
but what you give.

Survey Results



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Let's Connect



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