



## Episode #29 Lead to Succeed. Paul Ainsworth.

Paul Ainsworth is a leadership trainer with over 30 years of leadership experience across all socio-economic and geopolitical boundaries, making him highly sought after as an instructor and facilitator to all levels of business. His experience includes, amongst other things, an infantry officer in the Australian Army and director in one of the world's largest food retailers. He is the founding director at Lincoln Institute, a leadership and development organisation for veterinarians and veterinary teams.

### What will I learn from this episode?

- Practical advice for dealing with fear.
- The skill of mindful transitioning.
- Confident conversations as the antidote to difficult conversations .
- What accountability looks like.
- How to crush it in a new leadership role, and how to help your team adjust to new leadership roles.
- How to handle conflict - from someone who has successfully lead hostage negotiations!

### One thing to remember: Practical mindfulness for leaders - things to remember when you take on a leadership role.

1. You're not meant **know everything**.
2. Practice **the art of deference**. Talk to those who you lead "like you would talk to your gran."



3. Remember the principal of **FAT** - it's a **fallacy** to assume anybody wakes up trying to be belligerent. The **assumption** needs to be that everyone is **trying** their best.

*“The truth is that if anyone is not meeting my expectations that I haven’t been clear enough.”*

### Paul says:

*“As the leadership team you have to create the culture where it’s not ok to make a stupid mistake, but **it is very much ok that if you do make a mistake you’ve got to own up to it.** If you’re going to talk about values and have a ‘confident conversation’ early - make it your story, never target another vet or another team member and embarrass them. If it does need to be raised, make it something you did. Even if it’s something you did years ago when you graduated or something, make it about what you do.”*

### More about Paul.

About Lincoln Institute: <http://lincolninstitute.com.au>

Lincoln Institute Leading Edge online course <http://lincolninstitute.com.au/page/edge/>

Lincoln Chrysalis Course: <http://lincolninstitute.com.au/page/chrysalis/>