**Independent Banker**

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**Portfolio**

**[tag] Leadership at All Levels**

**[hed] How to be a memorable leader**

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Managing people is hard work, no matter what level of management you’re at. There are expectations from above and below, with never enough time to meet them all. There is pressure that comes from others and—even worse—from ourselves.

As the year comes to an end, it's a great time to take a step back, cut yourself some slack and reflect on what you’ve done right. Having said that, it’s also a great time to think about what you can do better in the new year!

One way of doing this is by thinking of the qualities that you have valued and respected in leaders you’ve known, whether those leaders were your parents, teachers, community figures or managers past and present.

What made them memorable? Here are a few thoughts to start with:

1. **A memorable leader takes the time to get to know their team.** They find out how you like to work, what your interests are and what brings out the best in you. They know what you’re capable of—perhaps even more than you do yourself—and they check in regularly to see how you’re doing.
2. **A memorable leader lifts their team up.** They encourage you to grow within your role—and beyond it. They encourage you to expand your horizons, learn new skills and try things you didn’t think you were capable of. These leaders know how to delegate and are not afraid to elevate team members into leadership positions. While they risk losing you by doing that, your personal growth matters more to them than keeping you in the role you’re in.
3. **A memorable leader supports their team.** Even if you make mistakes, they have your back both privately and publicly. Part of that support is being frank about how to learn from those mistakes. It’s that combination of honesty and respect, or tough love, that often encourages the most growth.
4. **A memorable leader makes you feel important.** Everyone’s work matters, and a great leader takes the time to notice and acknowledge that. They’re also not afraid to get in the trenches and do the work when the need arises.
5. **A memorable leader rewards their team.** There’s a lot to be said for celebrating successes, whether it’s with a box of chocolates for reaching a work milestone or with a team lunch to celebrate a successful product launch.

It’s also true that some of the most memorable leaders aren’t always the best ones—there are also the ones who taught us what not to do! But let’s forget about those for now. As we head into Thanksgiving, think about what we’re thankful to have learned from the leaders in our lives, and use that gratitude to spur our own leadership growth.

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