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## HOW MUCH DIFFERENCE CAN GREAT LEADERSHIP MAKE?

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Where does your leadership come from? From the ranks, usually. Most have climbed up the career ladder one step at a time and genuinely learned, thus earned their role. Others have been thrown into leadership by being the most experienced, or simply being there the longest. Many got to where they are simply by being good professionals and making the right moves, or being in the right place at the right time. Others may have been promoted into leadership by a superior and then moved at once to a different section, not because they were best qualified for the position, but that they were a thorn in the superior's side, and moving them was the best way to get the thorn out. Believe it or not, some took a promotion because it was the only way they could earn more money. There are almost as many paths to leadership positions as there are people in those positions. Some of them are good leaders; some not so good.

And no matter how good, or not so good the leader is, threats to the workforce from constant change to compete and maintain and today's overpowering stresses that stifle their performance is the "Clear and Present Danger". Performance pressures today can be so threatening that leadership techniques that worked in the past may not work at all today. Today, a manager must have the ability to inspire others to do what must be done; to cause others to look past their anxieties and take responsibility for emotional control; to awaken in followers the passion to be highly productive and contributive team members and always, to be better leaders themselves as well. If we can get that, it will not matter from where our leaders spring. If we can get that, all our leaders will be on equal footing, inspired, and effective. If we get that, we will not only have true leaders, but also willing followers. We can get that by reinvigorating and reinforcing the innate sense of integrity all our leaders have, and showing them how to apply their integrity to every facet of their work and every contact with their workforce. It is then that we can ease some of the workforce stress in dealing with superior innovation that keeps your organization strong and at its best.

What's required? Sensible, realistic, and effective workplace Principles, that's what. You apply these principles by teaching your leaders how to solve personnel and operational problems with application of integrity to the governing regulations. The key point is to show your leaders how to be leaders worthy of their followers and how integrity, in the end, separates the good leader from the excellent one; the one that makes a difference from the one that makes little difference at all. You must utilize proven strategies to build the skills of today's manager to the point of meeting today's leadership challenges and, with the implementation of Integrity succeeding. And there are no greater challenges to leadership skills than the multitude of threats posed by mediocrity. Leadership can be taught. It is a science but it must be learned with open, willing participants.



Effective Leaders today must use the tools of community building to create an environment in which many leaders can emerge. Your workforce must be inspired by shared visions so that everyone's energies will be aligned. Much of this is to care for and protect the future for every associate; not just a favorite one or two. Greatness comes when leaders create a sense of fairness, volunteerism and common worthwhile still maintaining that work environments are not a democracy. To accomplish these worthwhile objectives you have to agree to show leaders how to lead and followers how to follow.

Below are some of the actions a person in a Leadership position must master and accomplish:

- Develop a capability to earn trust and sustain it
- Use ethics in decision making so they do not punish nor jeopardize followers
- Develop the indefinable ability to inspire others to action
- Demonstrate the 5 character qualities of outstanding leaders, Trust, Respect, Fear (of letting a good person down), Admiration and Well-Liked by all (hopefully but not essential)
- Unleash creativity and innovative action within your followers
- Learn specific methods for reframing present ways of thinking
- Gain the willing enthusiastic cooperation of others as volunteers
- Know how to win and make the desire for winning contagious
- Demonstrate the capacity to lead by thoughts, actions, and beliefs
- Comprehend your way of thinking and feelings about diversity
- Neutralize the negative impacts of stress
- Master self awareness, confidence as well as efficacy applied to leadership
- Achieve Cross Functional Thinking to collaborate and corroborate for results

Leaders must know how to meet and exceed the demands of leadership. Subordinates must know, without thinking about it, that their leaders are trusted, not only within their own organization, but outside it too. For with that trust, built on integrity, comes all the good things in the workplace.

## **SOME GOALS FOR YOUR LEADERS**

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- **Accomplish:** Leadership Builds people while achieving organizational Goals and Objectives
- **Achieve:** Create an environment where people will motivate themselves remaining fully engaged
- **Overcome Mediocrity:** which keeps people from comparing their accomplishments to abilities



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## OBJECTIVES FOR YOUR LEADERS

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- **Develop** relationship strategies that open and improve communications at all levels
- **Build** a strong commitment to top performance in each individual on the work team
- **Keep** all people **Focused** in spite of uncertain futures, on priorities and not activities
- **Instill Pride** in improved performance, innovative actions and problem solving approaches
- **Inspire** a Spirit of Organizational Patriotism
- **Ensure** approaches to empowering many leaders

The meeting of the above goals and objectives has the same results as adding people to your workforce without adding increases in your payroll...

In the current climate even the rapid growth organizations deal with uncertainty, unpredictability, change and incompleteness created by forced change circumstances. For that reason, every organization must have an intense interest in maximizing resources at hand. This will best be accomplished by application of leadership techniques that ensure everyone to works together to improve services and overcome those dangers to corporate success.

Due to constant changes in circumstances, leadership must be alert to the ways in which fluctuating outside conditions and internal changes dramatically impact the group's dynamics required for peak performance. By concentrating on improving the effectiveness of the workforce, teaming and customer satisfaction, and by generating genuine enthusiasm, impediments such as hesitancy, caution and ambiguity are neutralized.

## YOUR CHECKLIST

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In order to improve your leadership skills, gain the complete trust of your workforce, show them how much you appreciate their worth to the company, and allow them to become more contributive and productive, build their own self-esteem and support your leadership, you must first:

- Turn strong individuals into productive team members
- Keep people on their toes
- Take action when the pressure is on
- Turn conflict into productivity
- Create a more communicative climate
- Get others to listen to your ideas
- Gain the willing, enthusiastic cooperation of others
- Come across professionally and be more convincing
- Better understand people who are different than you
- Neutralize stress in all areas of life
- Initiate the Institutionalization of Innovation
- Champion initiative and timely execution
- Ensure liberating the Spirit of enterprise