

How To Release The Leader In You

("The Management Bible")



Quotable Quote

Beyond the horizon of time is a changed world, very different from today's world. Some people see beyond that horizon and into the future. They believe that dreams can become reality. They open our eyes and lift our spirits. They build trust and strengthen our relationships. They stand firm against the winds of resistance and give us the courage to continue the quest. We call these people leaders.



It's A Fact

Manager is derived from the French term 'ménagerer' meaning 'to mind the horses behind the field of battle'.

Leader is derived from the Norse term 'löder'. It means, literally, the one person on a Viking raiding ship who knew how to read the 'lodestone', which was a crude compass.

Viewpoint

"A person might be a brilliant leader in one situation and hopeless in another. General George Patton was a very effective combat tank division commander, but I think he'd have trouble leading my local school's parent Teacher Association. And a good PTA chair might not make a good tank division commander!"

- Fred Fiedler

There is nothing elusive about leadership. Although great leaders may be as rare as great runners, great painters, or great actors, everyone has leadership potential – just as everyone has some ability to running, painting, and acting. Unfortunately, there is no simple formula, no foolproof handbook, that leads inexorably to successful leadership. But don't despair, for if you can draw on the following essential leadership qualities, you'll be well on the way to displaying the features of a great leader.....

1 – Make a commitment to work hard.

Nothing of worth comes easily. Most great leaders thrived on hard work, their main motivator being their desire to meet their own high standards. You'll find that a combination of self-discipline and a desire to make a difference will provide the necessary commitment to succeed.

2 – Show confidence.

Overwhelming confidence in your own ability is essential. If you don't believe in yourself, others can't be expected to believe in you. Confidence can be acquired through experience, skill, and positive affirmation. People will 'buy-into' the leader before they 'buy-into' his or her leadership.

3 – Display integrity.

Integrity is a quality you must develop. It helps to build trust, allows you to influence others, sets and maintains high standards, and builds your reputation as one who can be relied on. Socrates told us that 'the first key to greatness is to be in reality what we appear to be'. In today's terminology it's known as congruence...Followers are acutely aware of any difference between what you say and what you do (in other words you must "walk the talk").

4 – Demonstrate extraordinary persistence.

Researchers have identified three major opportunities for learning to lead – trial and error, observation of others, and education. All three require 'stickability' – seeing tasks through despite the setbacks and learning from your mistakes. Success is experienced only by those who are prepared to persist.

5 – Be responsive.

Responsiveness is giving customers or employees what they want – courteously, when they want it, at a price that matches their expectations. You will be remembered not for the number of tasks you take on but for those you complete successfully. Your level of responsiveness will be the quality you will be recognised for.

6 – Bring out the best in people.

Leadership doesn't occur in a vacuum. Invariably it involves working with others – selling them your dream, instilling in them a desire to achieve, motivating, cajoling, even coercing them. Your ability to influence is a key leadership factor. Be tolerant of those less competent than yourself, providing they are willing to make the effort to perform to the best of their ability.



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Viewpoint

"Analysing leadership is like studying the Abominable Snowman: you see foot-prints, but never the thing itself.

Leadership is also like electricity. You can't see it, but you can't miss its effect. Yet, this elusive, intangible thing we call leadership might very well be the most essential ingredient in personal and business success."

- G.H.Long in
Directors and Boards

7 – Demonstrate a high degree of energy.

Often actions speak louder than words. Be prepared to share the load; roll up your sleeves and mix it with others; apply yourself longer; and give that little extra bit. To that end, maintain a level of fitness that ensures you are physically capable of leading by example.

11 – Develop a winning attitude.

It's not what happens to you; it's what you do about it that counts – and your attitude will determine your response. As John Maxwell writes in *Developing the Leader with You*, 'The pessimist complains about the wind. The optimist expects it to change. The leader adjusts the sails.' Resolve now to start thinking and acting like a leader.

8 – Back your judgement.

Boldness and courage are two key leadership qualities. You need to demonstrate a willingness to take chances, to experiment, and to display a level of optimism that rejects any prospect of failure. Any failure is viewed as an opportunity to begin again, better prepared than before.

12 – And finally, focus on the 10 C's of leadership.

Bear in mind Michael Pegg's 10 C's, the characteristics of compelling leadership. You'll need to be....

- Charismatic
- Caring
- Committed
- Crystal-clear
- Communicative
- Consistent
- Creative
- Competent
- Courageous
- Crazy (well, just a little) to think that you really can make a difference

9 – Develop humility.

Learn to recognise your place in the scheme of things. Demonstrate high ideals, a strong sense of personal morality, and avoid the 'sand-pit behaviour' so reminiscent of child's play.

10 – Get your timing right.

Seizing the moment is the key to any successful endeavour, so make sure you get your timing right when taking action and making decisions. Timing is a combination of alertness, foresight, and imagination.



Smile & Ponder

Back in the 1960s, the evangelist Dr Billy Graham was conducting one of his crusades in a town in the American mid-west. Having a letter to post, he asked a young boy how to find the nearest post office.

When the lad told him, Dr Graham thanked him and said: "And if you come to the convention centre this evening you can hear me telling everyone how to get heaven."

"Oh, I don't think I'll be there," the boy replied. "After all, *you* don't even know how to get to the post office!"

- It's a funny thing about leadership – when leaders lack confidence, followers lack commitment. Confidence is one of the essential qualities of a leader, and the followers must sense it.

