

THE EXTRA POINT

BY JERRY ROBERTS



439 Want to Be a Leader? What Will You Give Up?

Most people have the wrong view of what a leader is and does. Today, maybe we'll alter a bit of that perspective. I'm Jerry Roberts and leaders — to be effective — need to give up some things. That's next on The Extra Point.

Too many leaders and followers alike cling to some ideas that need to be replaced with new ones. Here's a few examples.

1. Leaders need to give up promoting the old hierarchy; leader at the top and everybody else falling somewhere in the organizational pyramid. The new idea is, "Look, I just have a different set of responsibilities. My number one job is to help make you as successful as possible." Then, set out to do just that.

2. Leaders need to give up the position as the official thinker of the organization. That is a guarantee that we'll never achieve anywhere near what we're capable of. The new position is, "We need your ideas. You're closer to the situation than I am and you have a good feel for what's going on and how to handle things. I want to know what you think."

3. Leaders give up any thought that they make all the decisions, unless they always want to be the one who has to make all the decisions. Start people off with a little authority and see how they do, building them up as time goes on. The art of delegation will transform your entire organization.

4. Leaders must give up the notion they need to bask in the praise of others. Sure, we all like to hear praise, but it's so much better when we let that recognition and appreciation go to our team members.

5. Leaders have to give up the concept that they can't show a personal side to workers. That is not going to cut it with the younger generations in the workplace. They need to see you as a human being and when they do,

it makes your vision stronger...the things you care about most just might be things I can care about, too.

6. Leaders must give up the thought they are somehow separated from their team when it comes to who gets the credit when things go well, and who takes the blame when they don't. If you step to the side and let the team take criticism as if you had nothing to do with it, you'll lose them forever. On the other hand, shield them from blame and take the spanking in their place and they'll remember what you did — and they'll step up for you when it counts.

7. Leaders give up the desire to make excuses when good workers leave, saying it was a real blessing in disguise because this person had so many flaws and you were actually thinking of getting rid of them. Other team members know the truth so making things up just makes it worse and you'll lose trust points. Successful leaders ask, "What role did I play in this happening? What should I do differently so it doesn't happen again."

8. If you're a leader people want to follow you give up the idea that you don't have to explain yourself to the people you supervise. A good leader knows that you never want to cut off the communication you have with your team. Through good times and other times, if you talk them through it you'll find it easier to walk them through it. Keep the narrative going and you'll bond better as a team. You'll be a leader.

That's The Extra Point. Get out there and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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