

THE EXTRA POINT

BY JERRY ROBERTS



725 How Do You Choose the Right Leadership Method?

Every once in a while, somebody comes out with a new wrinkle on the topic of leadership. Supposedly, a new and better way to do it. There are so many styles, how do I choose? I'm Jerry Roberts and we'll peek behind the curtain to see what that's all about, and how you might want to look at it. That's next, on The Extra Point.

We've had leaders and examples of leaders since before the Garden of Eden. Depending upon your understanding of the Bible, even God had organizational challenges. He lost one of his top executives and a third of the workforce, during a takeover attempt.

In the garden, God created two positions and filled them. For a while, things went well. Ultimately, however, they became behavioral problems and he had to fire them. Leadership is tough, even if you're the creator of the universe.

Throughout history, recorded or otherwise, we've had millions of leaders, each with a style unique to themselves. Eventually, people put labels on those styles, so it would be easier to distinguish one from another.

If you search for leadership styles, you'll see articles that proclaim there are seven, nine, twelve, even more, different styles, what they are and whether or not you're a good fit. I'll go with five to save time.

1. Transformational Leader. Inspirational, motivational, a visionary who has the ability to help people connect their values to the values of the organization. Innovation and change are big parts of it.
2. Participatory Leader. Employees are treated as true stakeholders and encouraged to voice opinions, and help in decision-making.
3. Value-based Leader. Shared core values are

stressed, as is mission and purpose. This leader "walks the talk," and never strays from the basic principles the organization was founded on.

4. Situational Leader. This is where leaders match their behaviors and tactics to what they feel works best for the style and particular requirements of the individual.

5. Servant Leader. This is someone who focuses almost exclusively on other people's needs and success as their highest priority. They flip the traditional organizational model upside down, and share power.

You may have heard of agile leadership. About 20 years ago it began in the world of software. Then books were written and it became, as they all do, the current rage. Training companies scrambled to create courses, so they could cash in. Agile leadership now has over 50 variants, and is mostly a tool for project management.

Here's the key thing to remember. Just like Ben and Jerry's, there will always be a new flavor of leadership. They shuffle the cards on core principles of leading, putting them in a somewhat different order, but when you look at them in the harsh light of reality, there's no major differences from what we've all seen before.

I got a call a few weeks ago and was asked if I teach agile leadership. I said I did and always have, but I don't call it that.

I'll probably never be one of those people who comes up with a catchy name like "agile," turn it into books and create a worldwide movement for it, making untold millions in the process. To me, we don't need to create more models, we just need to better follow the good ones that already exist.

(Con't.)

However, I've been playing around with one, the GUAM model. G.U.A.M.

G is for gratitude. Appreciate the opportunity to lead. It's a gift. Also appreciate every person on your team. Each one is your chance to contribute to and help build a special career, and a person who may become a leader in their own right.

U is understanding. Get to know the people on your team. The more you know about them, the better you'll be able to reach them. Period.

A is for Altitude. Teach people to always be pushing higher. Poet Robert Browning once wrote, "A man's reach should exceed his grasp, or what's a Heaven for?" It obviously applies to women as well. Learn to coach each person on your team, and show them that the only ceiling they have is the one they impose upon themselves. Make it clear that you don't see a ceiling when you see them — only stars.

M goes to motivation. If I exhibit gratitude, and they feel it, understanding and they know it, help them want altitude and they achieve it, I'm never going to have any problem motivating each team member to be the best they can be.

They win, the organization wins, and I win, too.

A leader isn't a leader unless someone chooses to follow. I think the GUAM method is one where they'll do exactly that.

If you want help with it, give me a call.

I thank you for listening to and encouraging me in this little program. I thank our sponsors for supporting it. I wish all of God's blessings upon you and your family this Christmas.

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

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For information on training and consulting services with Jerry Roberts, please click this link: guamtraining.com

