

THE EXTRA POINT

BY JERRY ROBERTS



924 8 Ways to Show Leadership – When You’re Not a Boss

How easy is it to be a leader if you’re not a boss? Do you think leadership would be more fun and satisfying, if you didn’t also have to be a boss? I’m Jerry Roberts, and let’s talk about being a leader if you’re not yet, next, on The Extra Point.

There are ways to lead at every level of an organization, whether or not you have a title that says you’re somebody’s boss. If you agree with that statement, what qualities would it be helpful to have?

John C. Maxwell, who leads a world-class group of speakers in the 2021 Live2Lead conference, coming in November, says that leadership is all about influence. If we can influence someone’s thoughts and behavior, we can lead them. So, what does that look like? How can you build up that influence? Here are eight principles to get you there.

1. Be good at your job. Competence is attractive. When you display to others that you know what you’re doing, day-in and day-out, it gives them confidence in you. Confidence is a key component when it comes to influence. Know your stuff.
2. Communicate well. Staying in communication builds trust, and can help create new opportunities. Update team members on progress. They begin to rely upon you for information. That trust converts to influence.
3. Help others succeed. This not only includes the people on your team, but also elsewhere in the organization. When you go out of your way to assist others, in essence nudging or pushing them over the goal line, that’s leadership.
4. Be open to feedback and be willing to change. The subjects of feedback and change are touchy, as many workers are resistant to both. Work with your boss and maybe your boss’s boss, to get the kind of feedback and

coaching that will help you grow. Question the advice you get so you fully understand its significance, and then do your best to make good use of it. Instead of bellyaching about changes, you’ll lean into them and help others do the same. That shows leadership, and is huge when it comes to influence.

5. Be an idea person. You don’t have to be an Einstein to share ideas. Make suggestions on how to bring improvements. Collaborate with others who do the same. When you’re about ideas, that shows leadership.

So far so good, in the effort to display leadership when you don’t have a title to go along with your efforts. Now, we get into three areas that can derail any and all of the last four positive items mentioned.

6. Not admitting when you’re wrong. Some people see being wrong as a sign of weakness that must be hidden from the boss and others. The problem is, if and when — and it’s usually when, not if — your secret is discovered, all that trust you built up, maybe for years, is gone. It’s so easy to say, “I screwed up,” or “I screwed up royally,” come clean about it, apologize, and face the music. Leaders own up to mistakes, and learn from them.
7. Not walking the walk. If you don’t lead by example, nobody will trust you and they won’t want to follow. This is like the first item, being good at what you do. People notice. They know if you’re real, or not.
8. Complaining about coworkers in public, and spreading gossip. This is rampant in many companies. Leaders don’t do it. If you’ve got a problem with a team member, go to them and address it.

(Con’t.)

As far as gossip goes, if you are a spreader of that, did you know that people you spread it to sometimes wonder what you might be saying about them when they're not around?

You can be a leader without a title. Many people show leadership in these ways, and eventually might be rewarded with a title. In any case, it's a great way to approach both career and life. Teach this lesson to the kids in your life.

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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