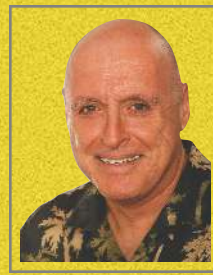


# THE EXTRA POINT

BY JERRY ROBERTS



## # 1150 What Do You Do When Your Leader Isn't Leading?

Before I ever read a book on leadership, or took a course, I had already been in several organizations and I can fairly say that what I saw was a severely mixed bag when it came to leaders leading. I'm Jerry Roberts and I want to talk about this issue today, because I'm guessing a lot of people have experienced what I did, and some — maybe you — are going through it now. That's next, on The Extra Point.

Have you ever been in a situation when your leader wasn't leading, and you still had work to get done, projects to complete, goals to meet, and missions to accomplish?

I've seen good leadership up close. I started out with the man I've mentioned numerous times, Big Ed. Ed was solid in every respect, and my admiration for him has grown through the years, given some of the employment I've had.

What a blessing it was to learn under him, right off the bat.

After Ed, however, I experienced a progression of people who exhibited the other side of the coin with poor, confused, negligent, and often totally uninspiring leadership that made me want to just walk out the door.

However, it was something Ed had once said that led me to stay. He said when a leader is weak, you have to be strong. When a leader steps back, you have to step up.

Ed told me that, as I continued in my career, I was going to encounter leaders who were dishonest and unfair people, but those would be few. He said I'd meet some who were incredibly talented and uplifting, and those would also be few.

He told me that, by far, I would be led by many who were unprepared, uncertain, often scared, and totally overmatched by the position they held. Some would try hard and have some

success, while others would give in, fall short, and eventually give up. Ed was right on all counts.

I've been in positions where the leader didn't lead, so I — along with others — absorbed responsibilities that weren't being handled.

We didn't complain to the boss because that's usually not going to help when someone is lost and not able to do the job. Some workers didn't want any part of it and moved on. Others stepped up and offered to help.

Nobody got paid an extra cent for the effort. We did it because it had to be done, or things could have devolved into chaos.

If this seems like it describes the situation you are experiencing, you have choices.

You can seek employment elsewhere and leave the uncertainty behind you. Another choice is to just stay in your lane, do your job, and pay no attention to the drama unfolding.

Or, you can jump in and play a role in helping your team stabilize, and perhaps get ahead. You can be a leader, even without a title.

I learned a lot about people and organizational challenges through the tough experiences I've been through, when leaders didn't lead. If it happens to you, what will your choice be — walk away, steer clear, or step up?

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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