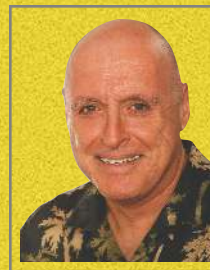


THE EXTRA POINT

BY JERRY ROBERTS



1163 What Does Leadership Look Like?

This morning, I'd like to take you inside of my training, and I'd like you to answer a question about leadership. I'm Jerry Roberts, and the question is: What does leadership look like to you? Think about that for a minute, and then we'll chew it over, next, on The Extra Point.

In one of the training courses I offer, I ask this question: "What does leadership look like?" The answers I get are interesting.

A lot of people will respond that it's their boss, the person in authority. Sometimes that's not their direct supervisor, and then I might hear "the big boss."

The majority of people see leadership as being a positional thing. Owner, CEO, director, VP of a division, the general manager, the head coach, general, admiral, commander, etc. We see the position and we think "leader".

This is natural. Almost all of us have been raised to respect authority. Is authority based on "position"? Absolutely.

About 15 years ago, Author and speaker Mark Sanborn wrote a book that tossed the whole concept of positional leadership and authority on its ear.

That book, *You Don't Need a Title to be a Leader*, bold stated that anyone, anywhere, can be a leader and make a positive difference. In my eyes, Sanborn's book accomplished three important things.

One, it motivated people who thought they could make a difference, to step up and do it.

Two, it stripped away the excuse some people offer for why they don't step up — that they don't have positional authority and therefore no right to overstep what they see as their limits.

"Wait, I don't have a prestigious position. I don't have the right experience. I don't have a

college degree. I don't express myself like others are able to. I'm not so good at making decisions. I don't have a team of people under my direct supervision. Leaders are way up there, and I'm way down here."

What are we talking about here? Fear. The fear of sticking your neck out and things may not go the way you hope.

How do you get past that fear? With a simple four-word phrase that will change your life. Are you ready? Here's the four words: It's not about you.

When you become a leader, it's not about your personal glory, or your personal enrichment. I understand too many people think that way. A few of my bosses have had that mindset. Maybe you have had a similar experience.

When it's not about you, that means it's about others. These are the people you want to help by solving a problem, improve in some way, contribute to, or provide an opportunity for. It's also about making your organization better, and making our island better.

When it's about others and helping them, you don't have time to take an ego bath, and bask in the glow of your own prestige. Every day, I remind myself: "Jerry, it's not about you."

The third important accomplishment of Sanborn's book is that it allowed smart managers and HR folks to promote the idea that leaderships lives — or can live — at all levels.

Sanborn promotes concepts such as:

- Leadership is about collaboration, not control.
- True leaders lead through relationships.
- Anyone can be a positive influence for others.

I believe every business owner or corporate manager should have this conversation with their team.
(Con't.)

Encourage leadership at all levels. Let people know they don't need a certain background to be a leader, and they certainly don't need a title to step forward and make a difference.

What does leadership look like?

Well, it looks like you.

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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