

# THE EXTRA POINT

BY JERRY ROBERTS



## # 1279 When You Realize You're Following a Weak Leader — Pt. 2

Weak leaders can be a huge challenge for workers. When leadership is absent, uncertainty creeps in and can cause all kinds of problems. I'm Jerry Roberts, and today we continue our conversation of what it means when we have a weak leader. That's next on The Extra Point.

Yesterday, we listed the issues that weak leaders can cause. Among them are lack of direction, no inspiration, poor decisions, no accountability, low morale, and they're not in favor of change.

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We also gave options for dealing with this weak leader. You can leave. You can step up and fill in the gaps they leave, even if you don't get credit for it. Or you can do nothing and just ride it out. I think the second option is the only realistic one — stepping up.

What are the positives if you do? There are several in my opinion, and they are valuable.

1. You'll find out how well your team can collaborate. A group of people who see that leadership is lacking and come together can build a strong group dynamic and increase overall productivity.
2. Increased learning opportunities. When the leader sees people accepting responsibility, he/she may agree to sponsor training that will advance people.
3. Everybody on the team will learn about the kind of leader they don't want to be if they get the chance to move up. It's always good to see what works and what doesn't, as we observe our leaders and their performance.
4. Team members develop resilience, and the ability to navigate difficult situations. This can

be a valuable skill that can be applied in their future work and other areas of life. Let me give you one more.

5. When the leader is weak, sooner or later somebody will emerge and self-identify as being capable to handle adversity, and inspire followers. Maybe that "somebody" will be you.

I've seen a leader come to rely more and more on one individual, who became an authority in their own right — even if they didn't have the title of leader.

On the flipside of all is the fact that a weak leader can create circumstances that make it hard for everyone — regardless of how well people step up and make things work better.

While being proactive is a good thing and can result in better outcomes, that won't get rid of all the challenges involved. Leadership is trial and error. You try things and see how it goes.

You may have heard the statement, "Weak leaders create hard times, and hard times create strong leaders."

America is at a crossroads with respect to the kind of country we want to have for our kids and grandkids. It was our leadership, over decades, that led us to this place in time. Our island is a part of that.

Weak leaders create trouble and opportunities. Do you need to step up? Are you ready?

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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The statement "weak leaders create hard times, and hard times create strong leaders" suggests that difficult and challenging circumstances often give rise to strong leadership.

needed to lead effectively.

This cyclical process of leadership development can also be seen as a reflection of the concept of "adaptive leadership."

Adaptive leadership is a leadership approach that emphasizes the ability to adapt to changing circumstances and navigate uncertainty. This approach recognizes that leadership is not a fixed set of traits or abilities, but rather a process of learning and adaptation over time.

In the context of the statement "weak leaders create hard times, and hard times create strong leaders," adaptive leadership can be seen as the key to navigating the challenges of hard times and emerging as a strong leader. Individuals who are able to adapt to changing circumstances, learn from their experiences, and grow as leaders are more likely to emerge from difficult times as strong and capable leaders.

At the same time, it is important to recognize that the process of leadership development is not always linear or straightforward. While hard times can be a catalyst for growth and development, they can also be incredibly challenging and painful for individuals and organizations alike. Moreover, the emergence of strong leaders is not guaranteed - it requires a commitment to learning and improvement, as well as the ability to inspire and motivate others.

In conclusion, the statement "weak leaders create hard times, and hard times create strong leaders" captures the cyclical nature of leadership development. It suggests that adversity and challenges can be the crucible for growth and development, and that leadership skills are often honed through trial and error. The metaphorical temperature of 0.5 represents a balance between the difficulties and opportunities inherent in this process, and emphasizes the importance of adaptive leadership in navigating the challenges of hard times and emerging as a strong leader.

Strong leaders. The biggest danger to society is a weak person in position of power. They don't just break things; they destroy things. They destroy nations. They destroy riches & wealth. They destroy a great family heritage.

Your Move: Stay involved! Remember that weak leaders have a history of waking up a generation of new leaders. You may be one of them.

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