

Incites 6: a newsletter for leaders from Terry Power

Welcome to the sixth edition of 'Incites'. Thank you in advance for passing this along to anyone interested in educating leaders whether this be insights for your children, your staff or for yourself. This newsletter is in three parts; hindsight, insight and foresight. Enjoy!

Hindsight

- ✚ **Leadership.** Leadership is many things and as such difficult to pin down but if you were to distil it to its most reductionist form then you would have to say it is about influence. For the attributes of leadership substitute the attributes of influence and you'll basically have it covered.
- ✚ **Leadership decisions.** Some of the things leaders must do are to observe, discuss, assess and understand. And then take full responsibility and move forward with a compelling vision derived from this approach.
- ✚ **Leadership trust.** Trust is a key component in the leadership equation. Without it little to nothing can be achieved. With it almost anything is possible.
- ✚ **Position leadership.** Leadership is not about position or rank; it is more about observable, understandable and learnable set of skills. Leadership is not so much what we do but how we do it and most importantly why we do it. To take this one step further, it is not even so much what you *do* but who you *are*, that makes you a leader.

Insight

Ten Lessons from Leadership

As noted leadership is conglomerate of attributes and each model that cites the main ones is only a model. As Peter Drucker says "all models are inadequate, but some are useful". With that in mind here's ten lessons that we hope you find useful:

1. Timing is important. The effective leader knows when change is necessary, when to communicate to the follow-ship, and when to celebrate its achievement.
2. Share the glory. Leadership by definition is not a solitary art. Leaders are quick to take responsibility for losses and equally as comfortable sharing the glory of any wins.
3. Trust is the key. Trust, once broken is seldom restored. Leaders work hard to earn, maintain and foster the trust of those they lead, knowing that trust is the bases upon which anyone will follow you.
4. Connectivity. Leaders understand the importance of knowing the dreams, desires and aspirations of their people and through this understanding make people feel they are part of a grander vision.
5. Belief. Confidence and belief not only in themselves, which is unwavering but importantly also confidence and belief in those they lead.

6. Learning from mistakes. Mistakes are a way of life, however the way they are dealt with reveals much about a leader. Leaders encourage mistake making because they realize that from errors great ideas spring.
7. Power of partnerships. In any event, race or achievement there are always many players that sit on the periphery, leaders understand this and ensure they are acknowledged and partnered in the process. It took over 3000 people on the NASA staff to put 3 men on the moon. Yet all were equally as important.
8. Know thy self. Socrates stated this more than 2000 years ago, and it is still relevant today. A leader can not hope to know his or her people if they do not have a clear and profound knowledge of themselves. In the final analysis leadership is about the leader. Period.
9. Talent brokers. Leaders need to recognize the talent around them and utilize their strengths. Paradoxically, leadership is a team effort. Leaders not only need people pulling in the same direction but pulling with their best attributes. Focus on making human strengths effective and human weaknesses as irrelevant.
10. The power of language. It is our language that shapes our world. Leaders understand this and use power to its full extent. Through inspiring stories, carefully constructed word pictures and powerful anecdotes, leaders are able to win not only the minds but the hearts of their followers.

Foresight

Lead like a non-profit

The best way to manage knowledge workers is as if they were there because they wanted to be, in much the same way that volunteers are managed. These people have expectations, are confident they are doing the right thing and also powerful networks. Like a volunteer workforce they are mobile, which is possibly the toughest thing to manage within an organization. Not so long ago if you were the son of a plumber (as I am) you could well be expected to find a similar vocation. Until very recently, social mobility, at least for the vast majority, was virtually impossible. The X generation and Y generation are very different. For them mobility is not only an expectation it is a right. For these people they carry their tools in the mind and are free to take them where they please. Because of this we need to lead them as if they were indeed volunteers. In a very real sense they are. And what do volunteers need to keep them? Firstly a clear mission, they want to know what the organization stands for and what it is trying to achieve. They also want to know the impact of their work, what changes (or sometimes stays the same) as a result of them being there. And the third thing they want is to be continually growing because of their association with the organization. Simply put, as leaders we need to provide them:

1. a clear sense of mission
2. clear feedback and review
3. opportunities for growth

About the author

Terry has built numerous businesses, he understands how to help people be their best and what it takes to lead a company to success and profitably. He cuts right to the core issues that are important to you and shows your people what works, what doesn't and why. He artfully blends content-rich presentations with an entertaining and motivating style that inspires, motivates and leads people to action. When Terry presents you learn in an enjoyable and fun way while learning practical, immediately applicable skills that impact your bottom line. Your people will gain a fresh perspective from real-world material for real-world results.

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