



MONDAY MOTIVATOR

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Welcome to another edition of The Monday Motivator. In this issue we're going to explore Leadership – what it is and why we need it. If you're a manager this is your message!

"You are not here merely to make a living. You are here in order to enable the world to live more amply, with greater vision, with a finer spirit of hope and achievement. You are here to enrich the world, and you impoverish yourself if you forget the errand." - Woodrow Wilson (28th President of the United States)



Leadership is a very big topic that embodies many skills. Up to a point leadership can be taught, but such teaching is limited to planning and communications skills. Real leadership is developed over time from experience.

Good examples of this can be found in every walk of life.

A good example in business can be found by simply looking at the Fortune 500 list of top corporations. These companies did not become the giants they are without leadership. Perhaps one of the most iconic leaders in the 20th century has to be none other than Lee Iacocca, Past Chairman of the Chrysler Corporation. Here's what he has to say about leadership: *"Leadership is all about managing change — whether you're leading a company or leading a country. Things change and you get creative."*

Many think that you have to be older to be able to lead. It's just not the case. A leader can be a boy or girl scout who



knows how to read a compass and lead others out of the woods. Or a leader can be a commander of a navy fleet or even someone who sees a future in creating an online media site where people can share their activities and call it Facebook.



Good leaders bring a lot of personal and professional characteristics to the mission. As the graphic above shows us there is more to leadership than having a title and a corner office. Here are a few tips on being a good leader no matter whether you're leading 2 others or 2 million others. And if you're leading a newer, larger team due to a merger / acquisition this is for you:

1. Know the mission – what are you asking others to do? Why? How? When?
2. Communicate your vision – people follow those who know where they're going and how to get there. For example, a CEO's role is to lead and communicate. Yes, there are other duties of the position but the key duty is to rally the company behind the mission.
3. Acknowledge your team managers; studies have shown that people will give their best efforts for acknowledgement more than money. People want to be recognized, praised in front of their peers and get a pat on the back now and then. Never overlook the power of

this simple rule. It not only improves the resolve of your team, it shows that you are taking time to see the progress of the mission due to the involvement of others.



If you feel you have the desire to lead others look around you. What are you doing that will improve the lives of others? What vision do you have that will lead to a better experience for others? What problems can you help solve with the help of others?

So many people feel like this is a do-it-yourself world we live in. In reality, very little of real value gets done without the three key elements of leadership success: People, Product and Process. With the right people you can accomplish nearly anything. Looking back on just the past 150 years mankind has accomplished more than all the accomplishments of the prior 100,000 years. Perhaps much of this success was due to constantly improving technology but even so, the challenges of working in teams also became more intense. It was people who came together in the interest of a common goal that put mankind on the moon, created machines that fly thousands of miles per hour, discovered the size and scope of the universe and found cures for hundreds of deadly diseases.

Product amounts to what you're providing others in the way of things or services. If your product is quality and meets the needs of others you stand a good chance of being successful with it. It's true that marketing and sales and customer service all play in integral role but a bad product in a demanding market will still fail when others step in with higher quality.

Process is perhaps the least discussed of the "three P's" because it's the least understood. Process is what makes a business function efficiently. If you're manufacturing a product, say candles, would it be better for you to make your product in your home kitchen or at a light industrial building? Might it be better to outsource your candles to a large facility that can make thousands per hour, allowing you to secure orders and ship them? This is what process means.



In summary, a leader is able and willing to see the future and plan for it while creating action plans, financial forecasts and communications with the team. A leader looks at all the elements of his or her objectives, no matter whether it's for the community, the family, the sports team or a company. Leadership is learned and improved over time. Perhaps the best way to understand leadership is to study those who have reached leadership positions.



Here are some links to additional content about leadership. The first link will take you to 15 books about leadership:

<http://www.lifehack.org/articles/productivity/15-best-leadership-books-every-young-leader-needs-read.html>

<http://www.inc.com/lolly-daskal/the-100-best-leadership-quotes-of-all-time.html>

<http://blog.readytomanage.com/best-50-leadership-blog-sites-in-2015/>

Quotes from [John C. Maxwell](#), Author

1. The highest compliment a person can receive is one given by his or her leader; make a habit of being generous and sincere with your compliments.
2. When your people are having trouble seeing the light at the end of the tunnel, remind them of the purpose of their work and help them envision what their work will accomplish.
3. Don't judge what your people want to tell you before they've told you. Listen to them.
4. Part of your job as a leader is to help your people figure out what they're most passionate about, and then to help them pursue it.
5. Successful leadership is about 90% people knowledge and 10% product knowledge.

Until next time I'm Will Robertson sending you good wishes from our team at [Performance Strategies, Inc.](#) / Management Consulting Group; Specialists in Change Management.

Leadership / Team Building / Operations Strategy / Skills Assessment / Sales / CRM / Culture Change / Executive Coaching

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