

Published TMG Articles

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EVERYONE WINS BY DEVELOPING LEADERS

Business needs leadership. Businesses need Leaders. A leader creates superior results. They do this by leading and motivating others to a higher level of productivity, and sustained results. A leader creates an environment in which others can succeed. Strong businesses are built around strong leaders. So, where can a company find these powerful, succeeding leaders? Leaders are Made, Not Born!

According to Warren Bennis, founding chairman of USC's Leadership Institute, "The most dangerous leadership myth is that leaders are born-that there is a genetic factor to leadership. This myth asserts that people simply either have certain characteristic qualities or not. That's nonsense: in fact the opposite is true. Leaders are made rather than born." If this is true, then the answer to the preceding question may be: they're already working for you!

What are those specific leadership skills that make a great leader? According to Daniel Goleman in Primal Leadership it is strong self awareness, solid self-management skills, superior social awareness, and interpersonal competence. Simply stated, this means managing our own emotions (impeccable self-talk) and awareness of and appropriate response to the issues of others. This combination of leadership skills inspires "followership" within the group. Co-workers feel "listened to", part of a team, and motivated to get things done! I was talking about this topic with Travis Childs, Vice President and Market Executive for First Citizen's Bank in Asheville recently. His comment was, "A leader helps people to believe they can accomplish things they never thought possible". That was inspiring just hearing it!

Succeeding Businesses Are Developing Leaders! Companies that are committed to continuous improvement are actively developing these leadership skills in their people. They know that this leadership development directly impacts the bottom line in every category: customer satisfaction, profit, employee retention, and company culture. Succeeding entrepreneurs are developing leadership in themselves as they grow their business because these skills enhance their results in sales, networking, and team building in a young organization.

What if your company is not currently doing any leadership development? Or, more likely, you are an entrepreneur managing your own business? How can you get started developing your own leadership skills?

Become a Great Listener! When you feel the urge to jump into a conversation with, "This is what I think..." Try this instead, "Tell me more about that..." Listen to learn, not respond! Everyone is drawn to a good listener.

Pay attention to your "self-talk". What are you saying to yourself? Can you find a way to say it in the positive? Instead of thinking, "This is a huge project. I'm not going to be able to do it", Why not think, "What is the next step I should take, right now!" Keep positive thoughts running through your mind.

Remember that most of us will achieve everything we want, when we help others achieve what they want. Everyone wants to do business with, or work for someone who has their best interests at heart.

Ask yourself, "Is there any area of personal discipline that is not under control?" An honest self-test could be what is required to maintain your focus. We respect self-discipline in our leaders.