

Flinn Associates Monthly Newsletter

Leadership

- December 2003 Newsletter -

As business owners or senior managers, leadership falls squarely upon our shoulders. By definition, leadership is the capacity to be a leader; ability to lead.

The ability to lead is an instinctual characteristic for many individuals. Yet in many cases leadership results in opportunities lost. During a recent conversation regarding leadership a friend stated that, "The role of a leader is to simply become great." Simply become great; meaning that leadership, though instinctual, can also become an enhanced skill developed overtime. What are some of the significant results of great leadership? Great leaders create an environment for employees to thrive. Great leaders create a vision of what must be accomplished. Great leaders create a clear sense of direction and purpose. Great leaders take a stand against mediocrity, complacency, and employee drift. Water cooler conversation about so and so who has worked for such and such for the past twenty years – fifteen of which have been in retirement – rarely takes place when great leaders confront issues and demand appropriate and ethical behavior from all employees.

It is my belief that change is individual. Therefore in order for individuals to change they must be presented with a clear vision of how they personally will be better off once the leader's vision has been achieved. The power of the vision, consistently and relentlessly reinforced is often the difference between achieving the anticipated results and falling well short of success. A clear sense of direction and purpose, created by vision, is the glue that binds organizations together, allowing organizations to become great.

Over the next several months we will focus on four or five significant barriers limiting success for many leaders. For now, reflect on your current corporate vision, which is where you want your company to be two years from today. With this picture in your mind, consider how many of your employees would have the same picture – the understanding that what they do today directly impacts where the corporate vision is taking them tomorrow. If the result is less than satisfying, then now is the time to begin the unswerving and unremitting conversation of where you, as the leader, are taking your company and how the individual's ability to do the right job and the job right directly impacts results expected.

For additional insight into leadership skill development, [contact Flinn Associates](#) today.