



Leadership Concepts Series – 2010

** Common-Sense Guidelines for Successful Organizations **

Leadership is a quality both elusive and hard to define. Strong leaders often become impatient trying to explain it and will pop off with a thing or two they consider important. But it seldom tells the story. As with most things, I will admit there is a level of natural leadership capability some people are born with. However, under the heading of success being 10% inspiration and 90% perspiration, I also believe you can develop your ability to lead through decisive action and discipline.

When I was a kid, we were members of a parish in a Virginia backwater. Our pastor was responsible for three churches and every Sunday he would drive his battleship Dodge to three services before noon. Those old German Lutherans wanted value for their dollar. But Pastor knew them inside out and he could play them like a piano. They hated being in debt. When we needed a new Sunday school building, he sweet talked them into borrowing the money. Then he thundered from the pulpit about debt and they paid it off in five years. The old church building falling apart? Dig the hole and ask the congregation why it's so deep. Through thirty years he led them through the cycle of debt and pay. But, he undeniably led them. Leadership takes many forms. He left a vibrant, healthy parish for the next generation.

In this series, we'll look at the concepts and elements of leadership and the attributes of leaders. The series will be sent in twelve individual papers over about 8 weeks. As always, you can find all of the Concepts at the Agovia website.

	<p style="text-align: center;">Leadership Concept #1 <i>Leaders Lead</i></p>
<p style="text-align: center;">Active Management Pillar Applicability</p> 	<p>Leaders lead. Leadership is about leading. It means, when you look over your shoulder people are following you. It means, through some method other than coercion or outright bribery, you have managed to get people to do what you want them to do.</p> <p>Be careful! We tend to imbue “Leadership” with goodness. Don’t confuse leadership with values, integrity, honesty, or even doing the right thing. Great leaders may or may not listen to other people. They may or may not be leading in a morally right direction. They may or may not be inspirational. They may or may not develop those around them. They may be heroic or despicable. The one thing they can do is take a group of people and, through an unpredictable mix of logic, fear, pride, rhetoric, and playing on emotions, make them move in the direction they want and accomplish what they desire.</p> <p>Leaders create the stress necessary for an organization to avoid becoming flabby. All human enterprises need stress in order to survive. Without the stress created by change, bureaucratic operational machinery will spin along in a comfortable groove until it wears a hole in the carpet and gives up from sheer boredom. Spinning, however, is loaded with inertia. It resists change. In an organization not in crisis, a leader creates the path to the future that walks a balance between the limits of tolerance for change and the vision of a new place worth stretching to reach.</p> <p>In a crisis, a leader makes the choices necessary to mold the organization into a team to confront the hurdles necessary to pull it through.</p> <p>Being the president of a company doesn’t make you a leader any more than calling yourself a comedian makes you funny. The audience defines the comedian. Those being led define the leader. While the most effective leadership is seen when institutional authority and leadership come together, a title does not create the ability to lead. In fact, if a person has the institutional authority and cannot combine it with leadership capabilities, organizations tend to suffer inordinately. Not only are the tough decisions unlikely to be made or the difficult actions taken, the suit filling the chair is blocking others from taking the actions necessary. It becomes a slow and sad spiral to mediocrity.</p> <p>Like nearly everything else, being a good leader is a decision you make. You decide you will do what is necessary to put your team on the track to your chosen future. In the coming articles, we’ll talk about the elements of effective leadership. Understand, though, leadership is a mysterious mix. The key to success is your native intelligence and desire to lead.</p> <p>At any rate, leaders lead. Let’s get on with it.</p>

About Agovia Consulting

Agovia is your partner in crafting common-sense plans, execution governance, and management practices that are laser-focused and, by design, create your results and your success. We help you solve your problems today and help assure your success tomorrow through management practices built on outcomes, results, and achievement.

Managing to Success

Success requires the alignment and coordination of many factors. Enterprises must be competent at, not only the elements of their core mission, they must also have the ability to create and maintain the infrastructure that surrounds and supports that mission.

What We Do

Agovia is a management consulting firm. It's what we do. Picture us a management fitness coach. We help you develop and strengthen the skills you need to succeed. We have provided consultation and solutions to multiple industries including: Information Technology, Insurance, Universities, and Homeless Services. We bring you the support, advice, and driving facilitation that allow you to stop "planning" and start getting results.

Services

- ❖ **The Rapid Planning System – Tools, Training, Sourced Portfolio Management**
- ❖ **Positioning for the Win**
- ❖ **Identity Development (Mission & Vision)**
- ❖ **Team Effectiveness Coaching**
- ❖ **Strategic and Tactical Planning**
- ❖ **Planning and Governance Training**
- ❖ **Organization Turn-Around**
- ❖ **Retreat Facilitation**
- ❖ **Runaway Project Services**
- ❖ **Problem Solving – A Cultural Effective Approach**
- ❖ **Conflict Mediation**
- ❖ **Team/Function Start-Up**

Trust yourself

Experience tells us that most of the time you do know what you are doing. You are the expert in your core domain area. The challenges businesses often encounter are nuts & bolts issues: organization, clear vision, discipline, management infrastructure, and communication. Sometimes you just need a catalyst.

We can help.

We listen.

We pay attention.

We work with you

