

Leadership

(Synopsis from the leadership chapter in the book **Rare Sense**)

Quotation, Lao Tzu: Leadership

A Leader is best:

- * ***When people barely know he/she exists***
- * ***Not so good when people obey and acclaim***
- * ***Worse when they despise him/her***
- * ***Fail to honour people, they fail to honour you***
- * ***But of a good Leader, who talks little***
- * ***When their work is done and their aim is fulfilled***
- * ***Their people will say “ we did this ourselves”***

Source: www.reddit.com (“She” added for gender parity, Jim Short)

In the 6th century, Lao Tzu describes beautifully how a person must act to be a leader of people and when we look at the state of our world today it is obvious that we are failing our planet and people due to lack of leadership.

The quotation above shows us the right path to leadership, so why do we not follow it, and allow the sorry state, that we have created for our people and the planet, to continue?

If we were to carry out a standard performance review on all leaders today most would be seen to fail to deliver on their accountabilities, in particular their organization's behavioural values. Why? I believe that it is our education systems and processes is the source of our failure.

There is no recognition in our education processes that leaders are born and not made. The result is that most natural leaders are being culled from the leadership selection process as they do not have the academic ability to jump the current selection hurdles, to get to the leadership roles.

So now, we have many leaders who do not have the ability to lead at the top levels and as a result create loss to counter gain, impacting adversely on profitability.

Though leaders are born they still need to learn how to lead. We need to educate leaders to follow the behaviours in the above quotation. Also the education process that leaders need to learn and follow, is to walk the talk of the Value Principles of Freedom, Equality and Humanity. When leaders walk the values principles talk, they maximize gain by elimination loss at source a key accountability.

The advantage of this leadership education process is that a non-natural leader can be trained to be an effective manager.

The reality is that we have got the leadership selection and development process wrong as;

- *There is no definitive link between leadership and academic ability*

The quality of leadership should not be based exclusively, on IQ and EQ but HIL (Humility, Intelligence and Leadership)

Humility is a genetic brightness stream which is a quality that we are born with, and if we do not have it, we cannot develop into a natural leader.

Leadership is also a brightness stream that is easy to observe in people as we expose it constantly in our hobbies. There are always people who step forward to take leadership roles in their hobbies, for example;

- ***Captain of the football team***
- ***Chairperson of a credit union***
- ***People who manage community activities***
- ***Charity organizers (Unpaid)***
- ***Sports coaches (Unpaid)***
- ***Carers***

There is no leadership or training process that I have come across that tests a potential leader for their HIL (Humility, Intelligence Leadership). We need to develop an HIL recognition process and then educates and trains those who have HIL, to manage people and become effective leaders.

In addition to HIL leaders must be educated to develop the following three key skills:

1. ***Relationship Building***
2. ***Needs Sensing***
3. ***Expertise Tapping***

Leadership style

The style of leadership has a significant impact on an organization's desire and ability to deliver sustained profitability and thus, success. The two styles of leadership that is prevalent today are Push and Pull with the most dominant style today, being Push.

The key difference in the two styles is that the Pull leader is not afraid to expose their humility whereas the Push leader believes that they must always be seen to be right even, or especially when they are wrong. I have found that the Push leader is always a source of loss.

In selecting our leaders we have lost the skill of using our *Common Sense*, so to start to get it right we need to use some, *Rare Sense*.

Further information is also available on www.zero-loss-values.com. (Seminars and training modules are available to assist in the learning process. For more information contact; info@zero-loss-values.com.)

Jim