

Leadership Attributes To Avoid

Over the next few months we are going to look at the very important, yet softer side of your business. We will look at how to lead, manage and motivate team members.

Are you a good leader? How do you know?

Many entrepreneurs are absolutely stunning leaders while others find this area difficult - they wish they could be the leader everyone looks up to.

In my experience there are four leadership syndromes to avoid. Not only do they contribute to definite lack of effective leadership but they also result in the loss of great team members.

Here are four kinds of leadership syndromes to avoid:

1. The over promise and under deliver syndrome

This leader wants to please everyone at any cost – whether customers or other team members. What they commit to getting done is important and needs to be done. However, he or she says "Yes" to every request, agreeing to do more than is possible for themselves or their team to deliver.

The key outcomes of this syndrome are disastrous - what gets done is late and a lot of things simply never get done. Their credibility suffers, along with their relationships with the recipients of the broken promises. Apologies are followed by new promises that also end up broken, despite the best of intentions.

Key Action: Initiate a promises list. For every new promise consult other team members before making a commitment. Work on increasing your percentage of successful promises made and delivered.

2. The not-invented-here syndrome

This leader understands that there are many different ways to accomplish things. But he or she often refuses to accept proposed solutions that were not created in his or her own mind. As they see it, there are right (their) ways to do things and wrong (all the other) ways.

The key outcome of this behaviour is a reduced participation by others in creating and implementing innovative ideas. Other team members do not see the risk of raising a new idea worth the hassle of being cut down.

Key Action: Take time to listen to the input of others and build on their good suggestions. Ask for feedback from team members on how well you are doing.

3. The information hoarder syndrome

This leader is a human "black hole," sucking in information from various systems, subordinates, and peers but sharing it only when it is to his or her advantage. Never caught without an answer, but always protective of their sources, these leaders regard their hoarded information as a source of power.

The key outcome of this behaviour is the creation of other information hoarders in your company.

Key Action:

Take a key piece of information that you hold dear, such as how well the business is doing financially, and share it with your team members. You will be pleasantly surprised of the impact of their willingness to openly share key information with you and other team members.

4. The ostrich syndrome

This leader can put a favourable spin on any impending disaster, simply by choosing to ignore the obvious. They just hate to give customers or other team member's bad news. They are professional funeral directors, who can bury the worst of situations.

The key outcome of this behaviour is a lack of trust from other team members as they are blindly led down the road to failure.

Key Action:

Take a trouble project and tell it like it is, without dressing things up. Encourage others to share bad news about the project. Determine what corrective actions are required. You are on your way!

Successful leaders not only avoid these four syndromes but they have a leadership development plan to help them improve. What is your plan to improve your leadership abilities?

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