

# Looking At Living Leadership

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I recently read the Little Instruction Book for Dad (Honor Books, 1994, Tulsa). In reading this collection of quotes, many seemingly lent themselves to the art of managing...the skills and interaction sensitivities of leading-influencing relationships. Shall we proceed to explore my attempt at modifying and hanging-adapting these “lifted” quotes to challenge our own attitudes/behaviors of leadership.

There are many ways to measure managerial success; how does your staff describe you when they talk to their friends ?

If you want your Associates to accept your values, do you walk the talk or just TALK ?

A leader’s words & actions & his/her degree of caring are like a thermostat that sets the temperature in the working unit...you are a thermostat for stimulating enthusiasm and zest.

Maybe an organization should measure a manager by putting the tape measure around the person’s heart instead of the head. Wisdom is the inner connection between the heart and the knowledge in one’s head.

A high potential, fast track executive masters oneself before seeking to master others. Leaders reach into the future, yet never forget the lessons of the past, trying never to “let the dog bit you twice” !

Yes, there is supervisory LOVE...we do spoil the staff when we substitute “presents” for “presence”. Walk and talk with your personnel daily and do not hide in your office as an office is a tough place from which to manage. Be WITH rather than just around your staff.

Subordinates’ lives with you as their ‘boss’ is a dress rehearsal for their careers someday...WHAT FORMING SHADOW DO YOU CAST ? Are you a servant leader who enables,enhances,enriches their strengths for their future career climb ?

Think about your values and behaviors....do you USE people or UTILIZE People.....motivation is NOT manipulation; do others really like to be USED, or is being used = misused and abused ? Will others have good memories of your actions and reactions...as they remember your track record with them and toward them.

Leader effectiveness may have two major components....(1) what a leader does and (2) why he/she did it. What & Why you did what you did must be founded in core values



and ethics. Both components can/will be questioned and challenged as others perceive your performances. "Character is what you are in the dark!" (Dwight L. Moody)..."

Empower your staff and let go of very tight controls...they must grow by trying and even making mistakes...out of exploring and making mistakes comes their growth, knowledge, skills and possibly their future wisdom. This is NOT abdication...this is a learning climate and culture.

A test of a supervisor is not when all is going well and as usual, but rather how and where he/she stands at times of chaos, challenge, controversy, and conflicting paths/options to choose. Difficult choices, difficult changes under stress measure a leader !

What you REALLY love is where you spend your time and money.

Do you ONLY trust in yourself as an executive...the key letters in the word "trust" are US. Do they trust you because they can FEEL AND SEE the trust from you to them? Go out to the end of the limb of the tree where the fruit (of knowledge and talent) is....going out on the limb is trust...trusting that they will assist you because you cared enough to ASK for 'their fruit'.

Staff and peer managers spell "caring".....T I M E. Separateness and isolation from others without sharing/investing time with others only produces gossip and maybe fear in that relationship. DO NOT JUST SPEND TIME.....TIME IS TO BE INVESTED WITH OTHERS.

Silent = same letters as LISTEN. Do you talk too much? Hold your tongue when you greatly feel you just must say something or bust. It is better to be an expert at asking questions than being an expert with all the answers. Let others be the expert...that is YOUR ego trip.

(Victor Borge) "Laughter is the shortest distance between folks." Healthy is really two words....HEAL...THEE. Positive and constructive humor builds relationships.....a manager can and does utilize humor, but not at another's or others' expense. Heal thy self with healthy humor.

Tell Associates what is right with them...sooner or later they will believe it. Raise humans UP...not tear them DOWN with what is wrong with them. People try to please other people if ONLY they know what will please others with and in their performance...reward and reinforce what is right in others' work...seek a GOOD mine in others. Honest praise and honest recognition focuses on what is right in others' achievements.

Influence, interact, lead with the strength of the shepherd who also is gentle.....be gentle when you govern, when you manage; being gentle is not weakness. Sometimes a big mouth to show strength is a sign of a small ego and small self image. Gentle words have an awesome impact !



Leaders cannot satisfy everyone's dreams or demands...humans are bottomless pits of unsatisfied needs, wants, wishes and whims. One of the supervisory secrets is that at least you listened to their dreams/demands without immediately sitting in judgment of them. Reality is reality in organizations and few folks are fully satisfied.

When your health goes...so does your managerial career. Are you a heart attack waiting to happen? DEATH IS GOD'S WAY OF TELLING YOU TO SLOW DOWN.....do you really listen to what your body is telling you ??

Leaders who will have the respect of others must have respect and maybe even reverence for those who bring ideas, who bring creativity, who bring enthusiasm, who bring solutions with their problems. Seek and search out staff members who have innovative thoughts + are action-committed. Not just talkers, but doers who follow through.

"No person was ever honored for what he received. Honor has been the reward for what he gave." (C. Coolidge) You have the power and position to GIVE, to HEAL THE HURTS OF HUMANS.....it is not weakness and you will not lose control by giving..... giving time, undivided attention when you also are under stress = the reward of giving of yourself. Giving honest praise prevents someone from dieing inside themselves for lack of that praise. The need for recognition is a human hunger.....feed that hunger of others by what you give.....not your getting !!

God feeds the birds, but He does not throw the food in the nest. Leaders expect performance, results, follow through action to commitments.....then comes the food after productivity; there are few entitlements.

Enrichment = release of authority.....authority = AUTHOR IT. Let them make choices, make changes and be the author of new/different actions. Do not just be a referee who counts people out..count them in !

Fear management is for those who worship lightning & thunder...but thunder and lightning never made anything grow. Fear moves people to the rear! The rain of guidance and learning makes people grow, not loud and fear- producing administrators. Fear administrators focus on faults, but leaders focus and bring out the virtues of staff members. Are you producing rain or are you producing thunder ?

An executive's staff, their value, and the executive's garden reflect the amount of weeding done during the growing season.....yes, an executive must be alert to weeds which grow in the organization. Sometimes there are also snakes in the garden which must be confronted and pulled. Diligence and open-eyed alertness to what is growing...and what is not growing.....in the staff garden is the reality of management & performance.



Staff subordinates give you the opportunity to become the leader we always wish we had in our previous assignments/career/position. The choice of your own leader style is your choice...it is your opportunity to be what you always wished you had in former managers. Regularly look into the leadership looking glass.

Do you do somethings for others who can never repay you....do you always expect repayment in kind, always expect payback and pay-off? Are you really aware of others' needs for nurturing,being noticed,being needed as themselves?

Managerial wealth can be measured by the things you have for which you would not take money. What do you have of value....of worth....of worthwhileness that you would not trade for anything? YOU ARE WEALTHY.....count and audit the sources of your wealth!!! Audit and remember your merit badges of success,of acheivement....they are part of your wealth in living, in loving, in leading. Happiness is not in the distance, but with you right now if you will identify it.

Organizational politics are the reality of organizational living. Power is the juice and grease of organizational accomplishment. Power is for achievement, not personal glory....how do others see your use of power? What organizational reputation are you building;;;power for self or power for productive rolling the organizational rocks out of the way so that others can perform/produce ?

CELEBRATE CELEBRATE CELEBRATE....people's risk taking, people's honest mistakes, people's successes. Do not hog recognition from those who take risk. Risk is the life blood of the organization!

