(#153) Dear Management:

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Do your leaders revel when another party proves your employee wrong?

This can happen internally (as in pitting employees against each other) or externally (as in pitting employees against an external consultant, etc.).

I see this type of leadership style out there... and I am stumped.

Maybe there is a thought process of a "best man or woman wins!" kind of a thing... not sure.

Because all I am left with is questions:

Where is the "win", if you show the world you have an ill-informed employee?

Where is the "win", in pitting employees against each other... those that they should be rowing the same direction with?  How is this cohesive?

Where is the "win", if you can't turn this into a learning moment vs a public beat down of their momentum as a maturing employee?

Where is the "win", if there is only disillusionment in all the other employees watching this fiasco?

I talk often about leadership... and here's the reason.

From my viewpoint as a numbers guy, leadership is THE most valuable asset a company has.

So companies, make sure you find gold and not yellow metal... in your leadership.

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