

# LEADERSHIP PHILOSOPHY



## **LEAD OR GET OUT OF THE WAY**

You will succeed if you learn, anticipate, and adapt  
Your company will succeed if you do these nine things

1. Identify and implement your Leadership Style
2. Identify and implement your Leadership Philosophy
3. Identify and implement how you Lead
4. Establish your company culture
5. Identify and hire personality styles that thrive in your culture
6. Write a clear business plan as a road map to success
7. Conduct quarterly reviews to stay aligned with your team members
8. Conduct quarterly initiatives to keep your team on track
9. Conduct annual planning sessions to prepare for next year

Don't wait around for your team to figure out what your philosophy is, tell them. If you don't know what your philosophy is, figure it out. Your philosophy is the way you want your team to think about your company. It's the way you have decided things get done around your company.

Do your team members know what your philosophy is? Do you? Do you demonstrate compassion to your team? Passion?

You must take the mystery out of your leadership philosophy.

Use this document as an example to craft your leadership philosophy. Hand it to your team members as a part of their on-boarding documents. You told them what you expect from them, this helps them know what to expect from you.

## **PASSION**

A leader needs to have a passion for the company. Are you an inspirational leader who creates emotional involvement from your team? A leader motivates their team. A leader helps their team understand they can realize their personal goals through the opportunities available within the company.



## COMPASSION

A leader must have compassion for those who are looking to them for leadership. The leader must understand their teams personal goals and concerns. Be willing to listen and learn why they make decisions. When you understand why they make decisions you can communicate in a way that gets the results you want.

They don't care what you know until they know that you care.

## TWO MOST IMPORTANT WORDS IN BUSINESS

### 1) Plan

### 2) Execution

In this order

**Planning:** Your team wants to know where the company is headed so they know how to help you get it there. That is one of the ways they gauge whether or not they are successful. If they are feeling successful they are more productive. If they are more productive the company is getting more done in less time. The benefits of this are obvious.

If you don't have a plan no one knows whether or not they have arrived at where you want them to be.

Don't be like Alice. This exchange between the Cheshire cat and Alice, in "Alice in Wonderland" illustrates the frustrations your team experiences without a plan.

'Would you tell me, please, which way I ought to go from here?' asked Alice.  
'That depends a good deal on where you want to get to,' said the Cat.  
'I don't much care where-' said Alice. 'Then it doesn't matter which way you go,' said the Cat. '-so long as I get SOMEWHERE,' Alice added as an explanation. 'Oh, you're sure to do that,' said the Cat, 'if you only walk long enough.'



**Execution:** The definition of execution is; the carrying out or putting into effect of a plan, order, or course of action. If you have not written a plan everyone is doing as much as they can as fast as possible toward some unknown outcome. If they don't know why they are doing something or how it has an effect on the business, they question whether they should be doing it at all.

## **TWO MOST IMPORTANT MOTTOES IN BUSINESS**

1) Everyone who is affected is to be involved

If you don't involve everyone who is affected in an initiative, things will get missed or dropped and you spend a lot of time trying to figure out why someone didn't do something. If they were not included in every step of their part of the process, you won't be able to hold them accountable.

2) None of us is as smart as all of us

Don't hide or withhold critical information. Share it. Don't be afraid to find out your team member's point of view. Their different perspectives may point out something in a way you never thought of, or something you overlooked.

## **ABILITY, DESIRE, AND HUMAN RELATIONS**

A leader must have these qualities to succeed. These are the qualities you are evaluating in the performance reviews of your team members.

Your team must have these qualities as well. You will evaluate them on their ability (skill). You have as much to do with their desire as they have. The way you lead has an incredible impact on their desire.

Are you an inspirational leader? or do you just expect them to do well because you are paying them? Are you able to create excitement and desire by rallying the troops around common goals? Do you reinforce their confidence in their skills by praising their strength? Do you encourage them by making their faults easy to correct, and help them improve their weaknesses?

**SKILL** (ability) OR **ATTITUDE** (desire)



No one comes to work with the intention to fail. If they are not succeeding you must ask yourself if it is because of skill or attitude? If a team member is not succeeding because of skill, you must ask yourself if you have provided them with the proper training necessary to do their job effectively.

If you have provided the necessary training and they are still not succeeding then they are failing because of attitude. If it's an attitude issue, you must ask yourself if it is something you are doing or saying that is causing the bad attitude. If it isn't something you are saying or doing then it is something going on with them personally.

Once you identify what is causing the underpinning issue, you can address it with the appropriate solution.

A way to determine if it is a skill (ability) or attitude (desire) issue, imagine if someone pointed a gun at them and they were under immense pressure to do it or their life would be at risk. Ask yourself if they could do it under that pressure, if they can, then it is an attitude, if they can't it is training.

Skill is simple, take a look at who or how they were trained then train them better.

Desire (attitude) is more complex, it involves your management skills or lack of management skills.

If you are the cause of their desire slipping, reflect on how you are communicating with them. It could be as simple as something you are or are not saying or doing. The most frequent cause of desire fading is a leader focusing on failure or what the team member isn't doing.

Too often leaders catch their team members under performing and discipline them for not knowing better.

Catch them doing things right and make a big deal out of it in front of others. Instead of focusing on what they are not accomplishing, shower them with praise and compliments. It is more important to them than money.

Remember, people crave praise. Dish it out lavishly.



Don't worry about what they aren't doing, they will self correct those things to get more praise. You'll be amazed at how quickly people rise to the occasion. It could be as simple as not complimenting them that is diminishing their desire.

You can't fix a skill problem with an attitude solution and you can't fix an attitude problem with a skill solution.

If you have identified their desire is fading because of something personal you need to get out of the office or familiar surroundings, preferably in an atmosphere that induces clarity and focus. This could be a lunch at a nice restaurant, people open up when dining.

Do not set this to end at a specific time. It will take a while for them to feel they can trust you with their most intimate concerns.

Once they do trust you, you can't say, "well times up, we've got to go back to work" If they just revealed a close relative is on their deathbed you can't say time is up.

Make sure you allow time for them to open up to you. Once they have shared this concern you will know how to help them through it. They may be worried about it and don't know if you will allow them time to deal with it. Or if there is a way you can help rearrange their schedule to help them sort this out.

This out of office conversation will help them understand your perspective on how you can help them through it.

When you have demonstrated compassion to them you will find they will do everything they can to help the company succeed.

## **ATMOSPHERE**

A leader needs to be able to create a cooperative competitive environment within the parameters of the culture they created.



Is your team comfortable with kidding around with each other? Do they feel they can share their feelings and not be criticized for it? What is the atmosphere you created?

## **MOTIVATE**

A leader must be able to lead and motivate by example. Find out what makes people tick and talk to them from their point of view.

People want to achieve on a personal and business level. A leader must know what is unique to each team member. A leader must address each team member in words that resonate based on their unique concerns.

People don't do what is asked of them, they do what their leader demonstrates is an example of how they want them to be. A leader needs to be able to help individuals succeed beyond the individuals' expectations of themselves.

## **LEADERSHIP ATTITUDE**

A leader must project a positive attitude. This does not merely mean explaining issues with positive connotations but more importantly not saying negative things about issues or others.

A very constructive exercise for your team is to have a meeting specifically on what attitude means to them and how they demonstrate it at work. This gets your entire team on the same page and they hold each other accountable to those standards. It's a very uplifting positive way to involve your team, and because they were a part of creating the attitude they own it.

## **WORK ETHIC - INTEGRITY**

What are your team's attitudes, determination, and dedication toward their job? How do you demonstrate how you want them to be with your actions?

How reliable, dedicated, and disciplined are they. How are you demonstrating this work ethic?



Are you predictable? Do you take the mystery out of how you lead?. Lead by example. Demonstrate how to be on time, say what you are going to do, do what you say, say please and thank you. Work until the job is done.

Hold yourself to the same standards you expect from your team.

When they see their leader do it they will do it. It's not what you say that matters as much as what you do.

What do you say and do to demonstrate and inspire integrity? Do you say positive things about them in front of others about how they did something really well even when no one was watching?

Do you only say positive things about your team members when the person you are talking about isn't present? This demonstrates integrity with your team members for the company and with each other. It also eliminates negative gossip.

When employees sense you have high regard for integrity, you can trust your team is working diligently.

Please request our MIND DUMP CEO assessment if you would like to learn how to improve your leadership skills.

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