



Quick Tip:

Review this list of **Power Skills** and find ways to increase these qualities in your leadership style.

What Employees Want (in a leader)

At the core of powerful leadership is our intent for the people we work with.

Business changes constantly and leaders need to evolve to keep employees productive and engaged. A recent Gallup poll shows that 67% of employees today either don't care about the success of their company or are actively trying

to hurt their employer. We have a problem in leadership!

Today's workforce is more diverse, in every way imaginable. But the personal treatment that employees want from their leaders isn't too much different than in the past. Good leadership qualities are enduring. Josh Bersin describes the Power Skills that will make employees and leaders successful in the future. Read [Let's Stop Talking About Soft Skills, They're Power Skills](#). These power skills include curiosity and flexibility, integrity and ethics, teamwork and learning, humility and generosity, patience and kindness. Does this list surprise us?

If 67% of employees today don't support their employer, I would suggest that it's because an equal number of leaders, don't exhibit support for their employees. At the core of powerful leadership is our intent for the people we are working with. Do we wish the best for them? This means, do we love our co-workers and employees enough to wish and work for their good. Love may be a strange term for the company environment but in truth, employees want to be treated with love and respect. They want to be recognized as individuals with their own opinion, their own strengths, their own contributions and their own aspirations.

I experienced a supportive and loving environment as a young employee at Hewlett Packard. In the 1980's, Bill Hewlett and David Packard were still active in the company and the 'HP Way' was very much alive. Bill and Dave defined the 'HP Way' with the following 5 principles:

- We have trust and respect for individuals.
- We focus on a high level of achievement and contribution.
- We conduct our business with uncompromising integrity.
- We achieve our common objectives through teamwork.
- We encourage flexibility and innovation.

It was a company with leadership that supported and cared for their employees and practiced Power Skills in the 1950's. Powerful, human leadership qualities are enduring. So where do we start?

Company Culture Starts at the Top

The book, "The Art of Principled Entrepreneurship" by Andreas Widmer highlights the importance of being intentional in building a company culture around a greater purpose and values. The core message of his book is the need to put customers and employees at the center of the business mission rather than near term profit and share price.

Hewlett and Packard were intentional about their mission and culture and created a company that was highly successful, enhanced the communities in

which they operated and was considered iconic by potential employees from the 1960's through early 2000's. The 5 principles of the HP Way were built into the company's work practices, management practices and the HP Corporate Objectives. Profit was considered the best single measure of contribution, however, Customers, Employees and Citizenship all had a prominent place in the HP Corporate Objectives.

"...a uniquely dedicated culture that became a fierce competitive weapon, delivering 40 consecutive years of profitable growth. While Packard's values have since waned within HP, he did more to create the DNA of Silicon Valley than perhaps any other CEO." – Jim Collins, Fortune (2003)

Learn more about the [HP Way](#).

Companies that focus on building a principled culture and mission built on purpose and values, create more than products, services and jobs, they create the opportunity for people to pursue dreams.

This Generation Seeks Meaning

Young employees today, more than ever, are looking for purpose and meaning in their work. To their credit, they seek to change our society's and leaders' excessive focus on money rather than contribution to the greater good. To attract, engage and retain the best employees, leaders need to support their desire for purpose and meaning which means exhibiting more humanity rather than less.

Encourage your company leadership to create a more principled mission and culture that focuses on customers, employees and social responsibility, in parallel with profits. If you can't immediately influence change, you can at least become more human and "loving" within your sphere of influence. Give your employees the opportunity to voice their opinion, use their strengths, make meaningful contributions and pursue their aspirations.

The importance of increasing the "love" in our leadership style, reminds me of a quote, "What most people need to learn in life is how to love people and use things instead of using people and loving things."- Zelda Fitzgerald

Pursue Power Skills

Review the list of [Power Skills](#) and find ways to increase these qualities in your leadership style. In the coming months, I'll select some of these for my blog to give you some ideas about how to pursue and practice these qualities.

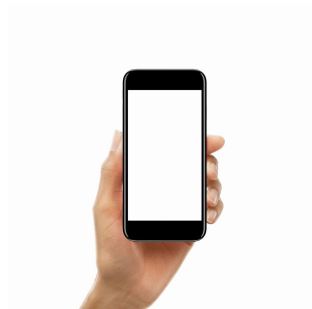
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Additional Resources:

“Entrepreneurship is not a job description; it’s an attitude. It’s the way you see and approach the world and how you take responsibility for what’s in front of you, take a proprietary interest in what’s going on, and become the protagonist rather than the victim or the disinterested bystander.” Read *The Art of Principled Entrepreneurship* by Andreas Widmer.



Learn more about the transition to virtual reality to train leaders in Power Skills in this [podcast](#) with Josh Bersin.



Talk to Me!

Are you interested in a Power Skills Book Club to enhance your leadership? [Contact Me](#).

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About Annette

Annette is a business transformation coach focused on creating more effective operations and greater business value. Both vision and execution are key to motivate people to transform work. She guides leaders to develop transformation vision and strategy, structure implementation projects and roadmaps, and mentor project teams to be successful. Her blog and newsletter share transformation tips, resources, and best practices.



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