

visioned by

FOUR

...growing from within...

LEADERSHIP IS A 'GIFT' WORD

**So much talk on leadership – so many books – so many academic courses – so much media hype...
...to the extent that for me, the true spirit and meaning of leadership, has been diluted and almost destroyed.**

Let me say up front that for me leadership is a 'gift' word.

What do I mean by that?

I mean that you cannot claim to be a leader as a title, or a position of power, as of right, due to your post or position.

You can only 'be' a leader if people want to follow you. You cannot 'do' leadership.

No followers = no leader.

You can be a manager, a boss, a supervisor, a father, a mother, a brother / sister, a Director, a CEO, a Chairperson, a politician, an ambassador...whatever title you wish.....you cannot however be a leader without others both willing and wishing to follow you.

Leadership is about a person.

All other titles, mainly about management, are about a position.

Leadership is personal.

Management is positional.

Leadership is EQ (emotional intelligence)

Management is IQ (cognitive intelligence)

If you reach the top of your team or organisation many people will call you the leader – this is false, unless the comment is about you and not the position!

Unfortunately in today's predominately short term, command and control, black and white, ego orientated, hierarchical, control driven, top down organisations (private, public and third sector) there is little if any leadership and a drowning in management!

Just for a second think who would you 'follow', dare I say trust, in your team or organisation?

If it is not the person you report to or someone senior to them – there is little or no leadership in your organisation!

Leadership is about character (EQ).

Management is about competence (IQ).

And having no leadership, means endless policies, programmes, procedures and principles to try and control people, and let me tell you, that is by far the most time consuming and expensive route to pursue on the planet, and will for sure, constantly reduce your profits or your public or charitable service.

The bottom line however – for those IQ, fact and figures, supposedly real world junkies, is that organisations in the Sunday Times Top 100 Companies To Work For in the UK – (a confidential staff questionnaire based on EQ and employee engagement including leadership), earn four times the level of profit than their FTSE 100 counterparts over a five year period. FOUR TIMES....the profit, by creating and building trust!

So to all you CEOs / Directors / Board Members / Managers / Supervisors / Bosses out there, that seek profit and power through incessant IQ control, you are throwing your money down the drain through staff turnover, absenteeism, sickness, recruitment costs, advertising costs, lost knowledge and wisdom and a lack of employee engagement, all constantly eating away at your profits or service.

People before profit through leadership, brings sustainable profitable success through trusting, motivated, engaged and creative teams.

Profit before people creates a world that people do not wish to belong to and far less profit – best recent example – the banking world!

Now, I'm not suggesting management is bad, simply that it has to come AFTER leadership, as otherwise how do you know where you are going and how you wish to behave in getting there? Management is necessary, after your leader has established with the 'team', where, when and to who you are to deliver, and how you expect to be treated on the journey. Leadership is essential.

The world is now predominately passed the 'manufacturing / production' age, where the key was often management, as there was at that time, little change, how the world has changed! Now, more than ever in our history, we have constant change, thus we now require the wisdom of leadership, as 'meaning' and employee engagement, has become far more important than 'manufacturing'.

Manufacturing being processes to achieve 'outcomes' like widgets or academic degrees or buildings and transport vehicles or.....?

We are emerging from human-doings (PQ&IQ / backs and brains) to become human-beings (EQ hearts), or even ultimately, simply being human (SQ / healing).

If you wish more profit – find your leaders – people who others trust – promote them and let go your control to people who can lead through their character.....

Leadership is a gift word – and the greatest gift you can give your team or organisation is to be led by someone they trust and want to work with – not be told they have to work for.

“TRUE LEADERSHIP EMERGES FROM THOSE WHOSE PRIMARY MOTIVATION IS A DEEP DESIRE TO HELP OTHERS.”

R K Greenleaf

THE KEYS TO SUCCESSFUL CHANGE

IF THE ONLY CONSTANT IN LIFE IS CHANGE – HOW DO YOU CREATE AND LEAD IT, NOT JUST FOLLOW IT MOANING AND SCREAMING?

- 1 Leadership (EQ) 92%**
- 2 Corporate Values (EQ) 84%**
- 3 Communication (EQ) 75%**
- 4 Teambuilding (EQ) 69%**
- 5 Education and Training (IQ) 64%**

% OF SENIOR EXECUTIVES IN 259 FORTUNE 500 COMPANIES IN AN AMERICAN MANAGEMENT ASSOCIATION SURVEY IDENTIFYING WHAT IS IMPORTANT.

THE KEYS TO SUCCESSFUL LEADERSHIP

Leadership Skills Rated as Important

Ability to inspire trust & motivation (EQ)	75%
Visioning & conceptual thinking (EQ)	65%
Ability, willingness & self discipline to listen (EQ)	58%
Strategic Thinking (IQ&EQ)	55%
Interpersonal communication skills (EQ)	50%
Entrepreneurial skills (EQ)	44%
Confidence & self-knowledge (EQ)	41%
Analytical & problem solving skills (IQ)	30%

SOURCE:

VAN EUPEN & RAJAN

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LEADERSHIP 'LEADING' EQ BEFORE IQ

LEADERSHIP	BEFORE	MANAGEMENT
EMOTIONAL QUOTIENT	BEFORE	INTELLECTUAL QUOTIENT
PERSON	BEFORE	POSITION
PEOPLE	BEFORE	PROCESS
HEART	BEFORE	HEAD
FEELINGS	BEFORE	FACTS
MEANINGS	BEFORE	MONEY
'BOTH AND' (INCLUSIVE)	BEFORE	'EITHER OR' (DIVISIVE)
RELATIONSHIPS	BEFORE	REGULATIONS
FAITH	BEFORE	FEAR
SOMETHING DIFFERENT	BEFORE	MORE OF THE SAME BUT BETTER
WISDOM	BEFORE	CLEVERNESS
HUMAN BEING	BEFORE	HUMAN DOING
SOFTWARE	BEFORE	HARDWARE
DOING RIGHT THINGS	BEFORE	DOING THINGS RIGHT

EVERYTHING STARTS WITH LEADERSHIP OF SELF - THEN OTHERS

"Leadership includes a profound work on knowing who you are."

Lozano

If you wish to explore leadership and the use of EQ in your organisation – email or call me.

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