



Special Report

It's An Inside Job: LEADERSHIP

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by Richard R. Eley, Ph.D.

Two different groups of explorers set off to reach the South Pole in 1911. John Maxwell tells their story in *The 21 Irrefutable Laws of Leadership*. One group, led by Roald Amundsen, reached the destination in record time enduring nothing more than a toothache along the way. The other group, led by Robert Falcon Scott, suffered terribly with every member of the party dying a horrible death on the return trip. Both parties faced the same obstacles, the Antarctic is unforgiving terrain, but with one critical difference, leadership.

Quite simply, without leadership we die. This is true in the world of exploration and in the business world where death decays the soul. A lack of leadership sets an organization adrift and makes it dangerously vulnerable. However, when leadership is vital and alive, few things can stand in its way.

David sparked a fruitful conversation around waste when he gently asked the cafeteria manager at his workplace whether food might be served without unnecessary containers or wrapping, unless requested.

Susan worked a whole year to bring a group of high school students from New Zealand to the United States to train other students in an effective form of peer mediation.

William began a weekly meeting for men at his church to fill the need for fellowship and support beyond the annual men's retreat.

Nobody is likely to write a book about David, Susan or William. But these everyday leaders are creating just as much impact in their workplace, family and community as the captains of industry and politics described in the pages of *New York Times* bestsellers.

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Indeed, the challenges and opportunities of today's marketplace—of today's world!—require that we all step forward and lead every day, become our own captains and find more of our own personal best to give to the world.

A Way of Life: Leadership

Too often, we believe that leadership is the domain of those with recognized authority, and the title to go with it: CEOs, association presidents, conductors, mayors.

"In a world that is changing as rapidly as this one, we need to think differently about leadership," says Susan Collins, author of *Our Children Are Watching: Ten Skills for Leading the Next Generation to Success*. "Leading is not done by those few in high places, but by parents and teachers and managers and those governing—all working together to create the world that we want."

When we dare to stand up for our beliefs or to follow through on our big dreams and ideas, when we act as though what we say and do in the world matters—matters greatly—we are leading.

In other words, leadership is a way of life, an expression of our fullest and best nature, our unique gifts. And it starts on the inside.

"Everything rises and falls on leadership," writes John C. Maxwell, in his book *The 21 Indispensable Qualities of a Leader*. "If you can become the leader you *ought* to be on the *inside*, you will be able to become the leader you *want* to be on the *outside*."

Leadership Qualities

Because leadership is inextricably connected to who we are deep down, every leader has a different style. Some lead with their eccentric, charismatic selves on full, charming display. Other leaders bear no banners and sound no

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trumpets. But the inner qualities that make for effective leadership remain constant among all types of leaders:

Positive attitude. Leaders know they can alter their lives by altering their minds. Self-discipline, a sense of security and confidence blossom in the presence of a positive attitude.

A drive for learning ...from others, from opportunities, from mistakes. Those who stop learning, stop growing.

Unwavering commitment. No great leader has ever lacked commitment. True commitment requires and inspires courage, passion, focus, initiative and responsibility.

Communication. Sharing knowledge is essential; even more important is listening. As President Woodrow Wilson said, "The ear of the leader must ring with the voices of the people."

Interest in others. The best leaders thrive on helping others achieve their personal best; they are motivated by a desire for the highest good for all rather than personal glory.

No matter what role you will fulfill or are now fulfilling, here are **Ten Questions to Ask Yourself** when taking on a Leadership Role:

1. How well do I know myself? The most effective leaders are in touch with whom they are and how they feel—especially during the important transition time into a new position.

2. How flexible am I? Moving into a leadership role can be a huge stretch...how can you avoid "pulling" something?



3. How do I handle failure? Good leaders fail frequently. Rather than viewing failure as a shame and a negative, it's best to see it as a valuable learning tool.

4. Do I have a victim mentality? True leaders look not to blame staff or bosses for any given situation but to take responsibility.

5. How's my work/life balance? Being out of balance in either direction makes for less potent leading.

6. What do I model? Your actions will be seen by those you lead as "what it takes to be successful."

7. How committed am I to learning? Leaders are *always* striving to learn, grow and improve.

8. How much of a people-pleaser am I? Leaders have to make decisions that might make some people unhappy. This can be rough if you're the type that wants to make everyone happy all the time.

9. How confident am I? Confident leaders don't have to micromanage, and they inspire others to have confidence in themselves.

10. Why am I interested in being a leader? Consider "interviewing" people who are currently leaders in your company/field about what they like and don't about their leadership role. You may hear things you hadn't considered.

Take time to answer each of these 10 Questions. What are three areas that stand out in your mind that you need to work on? List them:

1.

2.

3.



What are your next steps of action you need to take to accomplish and achieve your goals for leadership?

- 1.
- 2.
- 3.

Contact us and we will work with you in setting up your S.M.A.R.T. Goals and working with you to Success.

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Dr. Eley is one of today's foremost leaders in personal and corporate coaching. He has worked with small business owners, entrepreneurs, executives, financial planners, law enforcement officers and managers to reach their dreams, clarify a vision, pursue passions and accomplish their mission. He helps individuals and businesses plot their business plans, decide on a set of motivating values and take positive steps or effective personal leadership.

The Lamplighter Life Coaching, Inc. is all about:
Inspiring People...Illuminating Their Passions.

SPECIAL BONUS

Leadership has never been more challenging. Trust is at an all-time low and demand for results at an all-time high. Busy leaders caught in this crossfire too often abandon leading and default to driving their people. The results are disastrous: costly turnover, employee disengagement, declining profits.

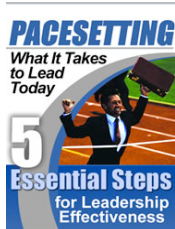
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Pacesetting: What It Takes to Lead Today (our 5 Step's to Effective Leadership) takes a dramatically different approach to leadership, the Genius of AND. The Tyranny of OR insists that a leader must choose between people OR profit, being nice OR getting things done. But The Genius of AND offers real solutions to busy business leaders and asserts that you can build strong, professional relationships AND deliver world-class results. Here are the five essential steps that will allow you to apply this principle:

- ❖ Step One: Lead with Your Life
- ❖ Step Two: Master Your Time
- ❖ Step Three: Empower Your People
- ❖ Step Four: Make Goals SMART
- ❖ Step Five: Align Talent to Task



Contact us today for a FREE 30 Minute Coaching Session with Dr. Eley to discuss your leadership process and our world-class coaching with the PACESSETTING Material - plus, a FREE Booklet on *Assessing Your Leadership Style*. doc@richardeley.com

Imagine a world full of everyday leaders.

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