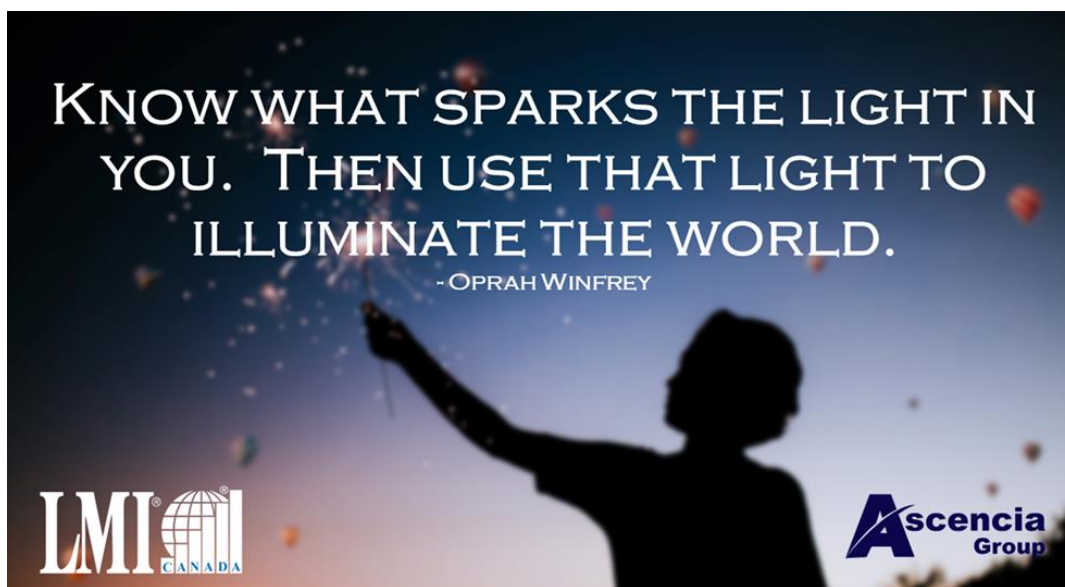


The Role of a Leader

Becoming the inspirational leader that you always hoped for, means looking at yourself first. It means giving of yourself first. It is only when you give of yourself that you begin to change your personal attitudes towards leadership and inspiring others, and you start to become the change and the inspiration that others are seeking.

People who are self-motivated, maintain a positive attitude toward the organization and their role in it. They are enthusiastic about their job, and they look for opportunities to grow and develop. Self-motivated people want to grow in personal effectiveness, in career standing, and in work productivity. The most effective impact a leader can make on the people of the organization, and ultimately the organizational bottom line, comes through helping people develop and utilize more of their personal full potential.



So, what really is the role of a leader?

Create an Inspiring Vision and Meaning in all you do. Let everyone know where you are going; why you are going there; how they contribute to the journey; and what's in it for them to be part of the journey and to get there with you. As you create meaning and context, inspire people through giving them a personal sense of direction, meaning and purpose, by explaining what's in it for them. As you begin to create real purpose you begin to create an emotional investment with your people, and turn the question "what's in it for me?" to "what's in me for it?"

Clarify Expectations. Make sure that people clearly understand your expectations of them. Say what you mean, don't leave room for second guessing. As a leader, it is your responsibility to clarify expectations and to make sure people are aligned and focussed on the same clear goals.

Remove the obstacles. Diminish the bureaucracy and obstacles that are in the way of people accomplishing their goals and the organizational goals. You can't create an inspiring vision and then put in place obstacles or rules, or procedures that prevent people from achieving success. Break down these silos and eliminate the unnecessary bureaucracy that is simply slowing the organization down, or frustrating the people who want to achieve success.

Empower and motivate people. This is easier said than done, but is unquestionably the role of a leader, and creating a motivational environment is an essential leadership skill. The reality is that **as a leader you must create the environment where people feel that you care for them and then empowerment, motivation, and integrity will flourish.** As a leader, create the environment that achieves results, and build genuine relationships with people by growing an environment that nurtures choice, belonging, competence and confidence. Create an environment where goal setting and pursuit of goals is the norm, where productivity and efficiency are embraced, and people have the courage to go the extra mile, on behalf of others!

An Attitude of Generosity. Give of yourself to see others succeed, and feel good about other peoples success. **You must love to see people succeed!** Life is a gift and the job you have as a leader is a gift. Give back the best of yourself, unselfishly. Not only will the people you give of yourself to be enriched, but you become enriched when you give of yourself. Your people have unique talents, and it is your job to unlock these and develop your people to achieve their real potential. One of the greatest sources of satisfaction for me is in the close personal feelings, and the bond of mutual trust that is developed as you grow the people around you. Have the courage to act with generosity every day.

Have Fun. Find ways to make the job fun. Celebrate every victory and recognize every accomplishment, however small. Find a way to make little accomplishments big victories and celebrate this success each day. Work should be fun, and it is your job as a leader to make it fun. Make it fun and exciting.

As you enrich peoples lives, your self-image grows stronger; they see you in a new light; their self-image grows stronger; and they begin to believe in your common purpose and the organizational purpose and success.

As a leader, you have a huge responsibility for the lives of other people – make an impact, make a difference, and make it a great success **for them!**

Be the positive light in the lives of others