

“Leadership is Dead, Long live Leadership”

Every job today calls for accountability, discretion and entrepreneurship

- We used to think of leadership as “being in charge” or “being the boss”; leadership has long been associated with an elitist theory; not much changed from the times when Plato (ca. 400 BC) was stating that only a few are suited to make decisions for the community.
- In the industrial age, businesses emerged that required exactly this type of leadership; the boss was the one who made choices and the masses were expected to slavishly executed; there were many routine jobs that did not require choices and only a few with responsibility and discretion.
- As we move into a world where pure execution is mainly handled by machines, and virtually every human job requires making choices, discretionary power is no longer assigned to a few; every job is a “responsible job” that requires initiative, discretion, accountability, entrepreneurship and negotiating skills, namely every job requires “leadership skills”.
- Managers roles and hierarchies (whether pyramidal or flat) continue to exist; but leadership is no longer managers’ territory and any enterprise would inevitably be doomed to fail if leadership behaviors were only to be found at the top of the hierarchy.

At Grooa, we believe and train in Collective Distributed Leadership. “The power of any organization is the power of each leader within the organization”

BENEFITS:

Defining Leadership in the “old, traditional way”, as linked to position of authority, gives too many excuses to those not in an authority position. When we redefine leadership as everybody’s personal responsibility, nobody is excused to being less than the very best they can be, fully influential and accountable for the total outcome.

Learning to live our leadership makes us more creative, more influential, more engaged and happier.

An inspiring case is shared by Larry Downes, CEO of New Jersey Resources in this video <http://www.harvardbusiness.org/videos/everyone-leader>

"Leadership is a Journey, not a State"

In today's complex global business world, leadership depends upon the collective mind; no single person has all the knowledge, insights and skills. Yet, in a highly educated and digitally connected world, knowledge, insights and skill are surely available around us.

- We need to learn to deal with the uncertainty of not knowing ourselves, but rather trust that clarity will be available at the end of a common road.
- We need to dare to start a journey without a clear vision, and invite others to design a vision together.
- We need to let go of the belief that leadership is the individual power of knowing, and embrace the understanding that leadership is the courage and curiosity to learn and create together.

BENEFITS:

If we assume that a leader by position must have "the" right vision, we settle for known, old, obsolete visions and compromise any opportunities to be innovative, disruptive and up to date; we also miss the opportunity to capitalize on the collective genius.

Learning to weather uncertainties and failures, to let the future emerge from a collective journey of growing and sharing makes us innovative, wise, engaged and happier

Watch this inspiring video for further perspective:

https://www.ted.com/talks/linda_hill_how_to_manage_for_collective_creativity

“Genuine Curiosity is the Birthplace of Influence”

“Don’t talk yourself out of being influential ”

Anxiety to prove that we “know” and that we have all the right answers, too often works counterproductive to our influence.

We cannot lead unless we are able to influence; and we cannot influence unless we set aside our ego and cultivate our determination to understand by in depth enquiries.

We tend to forget that the most influential person around the table is not the one with all the answers, it is the one who asks the most critical questions.

Learning how to ask critical questions is an essential skill to be influential.

Our general education systems are geared to teach us how to thoroughly prepare and skillfully craft comprehensive and well thought-through answers.

What is seldom taught is the ability to ask critical and deepening questions.

What is almost never taught is the ability to listen.

So when another person does not understand us, or disagrees, we tend to collect more evidence to support and explain our position, in stead of getting curious about the other person’s perspective; we may fail to be open-minded and critical, and we may simply enquire about details without getting to “the core”. And when we do ask questions, we tend to hear what we want to hear, as proven by extensive research.

It is only by training our listening and asking skills (like coaches or market researchers or journalists do) that we can gain the additional perspective that opens new avenues; and it is only by training in mindful personal presence and awareness that we can reach the focus and clarity to be at our best: confident, impactful and influential.

This third pillar is the essential foundation of our “The C.L.E.A.R.™ Mindset Model and Method”

See: www.theclearmindset.com