

What's a Leader to Do?

A Leader can Share.

Leaders who share can build a relationship with those they lead that says, "I am interested in you, what you do, what you think, and what you feel."

What can a Leader share? Everything.

A Leader can share credit. Understanding that credit is to be shared and not claimed enables a leader to trade in the "currency of cooperation".

Share credit with others and you will find you have more positive things to share credit for.

A Leader can share information. Knowing everything and sharing nothing limits understanding of both the process and its intent. It is also a breeding ground for rumors and speculation that rarely lead to positive activity or results. Information to employees is like love to a child, they can never get enough. So, open up the channels of communication. Tell those you lead more than they need to know and they'll sort out what they'll need to use.

A Leader can share ideas. Let those you lead be a sounding board for concepts, policies and innovations and you'll be surprised what you'll get in return. This may require that you get out and walk and talk among the masses, but how else will you know if what you think can work – actually will work. Wars are fought in the trenches not in the war rooms. Bring your battle plan to the troops and they'll execute the plan because it will become their plan too.

The bottom line: Leadership is not a position, title, birthright or tool.

Leadership is a sharing state of mind.

Sharing (Credit + Information + Ideas) = Leadership

What's a Leader to Do?

What if you are not a leader? Everyone is a leader.

Just because you don't have a formal title, corner office, or oath of office doesn't mean you aren't a leader. No matter what you have, you still have you. So be your own leader. Set your own standards. When you accomplish great things share credit with those who made it possible. Nobody does it alone. When you know something let others know it too. You might need their help to get the job done successfully. When you have an idea share it with others. The more times you say it, the more it becomes real. That's what successful leaders do.

And that's The Don E. Smith Experience.