

Leadership

is everyone's business



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LEADERSHIP can be challenging in the best of times. But in the unprecedented pandemic and economic crisis, even the best leaders are struggling with how to navigate turbulent waters.

For sure, leadership is not management. Management strives for objectives; leadership goes beyond objectives to include relationships into the balance. Management can be memorised but leadership requires experience. Management is about skills, and leadership is about skills coupled with character, spirit, personality and vision. It is an art. The difference between leadership and management can be traced to the relationships between people. Leadership is relationship. While managers care that a job gets done, leaders care that a job gets done and care about the people doing the job.

Gallup recently reported a significant drop in the history of employees' engagement. According to the report, only 36% of employees are currently engaged in the US and 54% are not engaged while the rest are actively disengaged and going to work to spread unhappiness. We are seeing the same impact globally and textbook management alone cannot solve this lack of engagement but leadership can increase employees' experience (EX).

Leadership skills improve through learning and practice, and leaders who are working on leading oneself are always encouraging leadership in others. A fit and healthy leader tends to encourage everyone to aspire to a rich and healthy lifestyle leading to an autonomy of personal growth usually associated by leading oneself and, in effect, creates leadership at every level. It's as simple as that. The best way to create Leaders is by modelling the way and hence why leadership is everyone's

business. Organisations must spend time and money to help leaders develop their own leadership skills, so they can transition to their responsibilities as mentors and teachers.

One of my favorite groups of leaders are teachers, and I enjoy mentoring them. The best teacher is someone who is competent at what he/she is teaching – especially for young children. Teachers who want to teach do so with enthusiasm, and enthusiasm is contagious. Hence why a teacher can never tell how far the impact he/she is having on a child as the reward can be years later. Leaders tend to forget that people are watching

them all the time, they listen to your talk and watch your walk online and offline. That's how you build credibility. Would you like to follow someone who says one thing and does something else, someone who is not honest or credible?

So, if credibility is at the base of leadership, then how does one lose it? It all comes down to moral values and the lack of a moral compass. Without a moral compass, leadership deteriorates and sometimes to an alarming degree. Men and women whose motivation and goals are to cause harm to the commonest good, and willing to use their ability to convince others to follow

