

LEADERSHIP

Assorted Management Principles

- Amateurs practice until they get it right; professionals practice until they cannot get it wrong.
- Change begins in our mind. We must set aside time for thinking.
- You cannot move an organization forward until you move together.
- When changing, focus language on the desired outcome and state the outcome positively, not from “do not” language.
- Always remember what to keep when making change. You cannot have change without stability. People do not change unless they can hold onto something that will not change.
- Leaders need to build hope.
- A leader is someone who wants to make a difference at this time.
- People do not leave companies; they leave their manager.
- Ask yourself about your message. What are the words and actions that others see in me?
- Elevate the energy of others when you are around them. Positive encouragement, your enthusiasm, your active involvement will energize others.
- Leaders are continually looking at the best and learning. Leaders are not afraid to look outside the organization. Take time to benchmark against the best.
- Leaders cannot lead if they are not in touch with the heartbeat of their people.
- Make sure you take time to identify what elements are present when things are working well. All too often we document what went wrong versus documenting what went right.
- Give feedback to others that is positive, specific, and “along the way”.
- Nourish an environment where challenging the status quo is acceptable.
- Do not just get input from others. Get involvement with development, design, and implementation.

*** These principles are principles learned from others, from experience, and from classroom training. Some of the comments are from leadership training received at Case Western University in Cleveland, OH.