LEADERSHIP: WHAT IS YOUR POINT OF VIEW?

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Leadership...

What is your point of view?
About Leadership

• Leadership is not about position or title
• Leadership is not about power
• Leadership is not about coercion
• Leadership is not about status
Leadership is about relationships. Open, honest, candid relationships –

with others and, most importantly, with ourselves.
What's your point of view?

• Habitual way of seeing the world

• Locus of Control
  • Internal (I am the force)
  • External (the force is against me)

• Life events happen...
  • because of me
  • in spite of me
  • to spite me
Points of View - Verbal Indicators

• Follower’s point of view
  • What do you want me to do?
  • Will you give me more authority?
  • Will you remove all of the obstacles?

• Bureaucrat’s point of view
  • That’s not my job.
  • Our procedures don’t allow that.
  • We’ve never done it that way.
  • I’ll need to get my supervisor’s permission.
Points of View - Verbal Indicators

• Administrator’s point of view
  • What did they do the last time?
  • We’ve never done it that way.
  • What does the rule book say?

• Contrarian’s point of view
  • That will never work!
  • You won’t be able to fund it.
  • We don’t have enough time, people.
  • Well…to play Devil’s Advocate..
  • Yeah, but….
Leadership Point of View

• I see what needs to be done.
• I understand ALL of the underlying forces at play in a given situation.
• I have the courage to initiate action to make things better.
“If you wait until you have been promoted to a ‘leadership position’ to begin thinking about developing your LPV, the odds are it’s too late.”

(James G. Clawson)
Seeing what needs to be done

• Eventually, someone has to decide what to do next.
• Are you preparing to make decisions…
• or to make excuses?
• Your boss does not have a “magic wand” to summon forth the right answer.
Do you see … what they don’t?

• Leaders see what others do not (vision)
• Scan the environment
• Sift through mountains of information
• Identify what matters, what doesn’t
• Help others see
• Start with yourself
Understand the forces at play

• Have a broad perspective
  • In-depth analysis of current conditions and situations

• Know all aspects affected by the change
  • Don’t ignore related issues and forces affecting the situation
LPV means finding the balance between

• “Paralysis by Analysis”

and

• “Fire, Fire, Fire, Aim!”
Have the courage to act

- Leadership requires courage.
- “Who are you to say?”
- “What gives you the right?”
- Do your homework, present your case
Have the courage to act … yeah, but

• What if I am wrong???
• What if they don’t agree with me???
• It’s the dreaded FoR…
LPV means finding the balance

• Remember our discussion of Locus of Control
• Inside-out versus outside-in
• Narcissistic, egotistical
• Spineless, wishy-washy
• We all want to be accepted, but consider the balance
  • By whom, how many, how often?
From LPV to LVP

• Now that you have decided to view the world with a leader’s perspective, what are the views that will guide your leadership behaviors – what is your personal leadership viewpoint?
Consider the following…

• Who are your influencers?
• Why are you here?
• What core values guide your behavior?
• What do you believe about leading and motivating others?
• What can others expect from you?
• What do you expect from others?
• How will you be an example to others?
Influence, purpose, and values

• Who are your influencers?
  • Who has most impacted your life?
  • What did you learn about leadership?

• Why are you here?
  • Think about your life purpose.
  • What do you want to accomplish?

• What core values guide your behavior?
  • Values are beliefs you feel so strongly about you choose them over others.
Beliefs, expectations, examples

• What do you believe about leading and motivating others?
  • The essence of your LVP

• What can others expect from you and what do you expect from others?
  • Leading is a partnership process

• How will you be an example to others?
  • Congruency = integrity
In conclusion…

- Don’t wait…
- Look around…
- Look beyond…
- Invest the time…
- Discover your viewpoint…

*Take the challenge*…
The challenge of leadership is to...
be strong, but not rude;
be kind, but not weak;
be bold, but not bully;
be thoughtful, but not lazy;
be humble, but not timid;
be proud, but not arrogant;
to have humor; but without folly.

Jim Rohn
www.thesilverpen.com
Sources


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