

# Thoughts on the Art of Leadership

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```
var gaJsHost = (("https:" == document.location.protocol) ? "https://ssl." : "http://www.");  
document.write(unescape("%3Cscript src=" + gaJsHost + "google-analytics.com/ga.js'  
type='text/javascript'%3E%3C/script%3E"));
```

```
try {  
var pageTracker = _gat._getTracker("UA-356307-2");  
pageTracker._trackPageview();  
} catch(err) {}
```

This section is a collection of random thoughts I've developed (and blatantly stolen) over the years on the topic of "leadership"...

Some of the things I have come to believe about leadership include:

\* Leadership is the art of engaging the followership

\* Leaders are professional Decision Makers by trade: they are paid to make decisions

\* Leaders have the confidence to make decisions with no more than 80% of the available data (the remaining 20% of the data will take 80% of the time)

\* Leaders know when to hunt and when to farm

\* Leaders work hard at catching someone doing something right

\* Leaders have the courage to realize when they are "coaching for height" and take decisive action

\* There's often quite a big difference between "management" and "leadership".

\* Leaders reward

- performance not attendance,

- achievements not proposals,

- risk-taking not risk-aversion,

- initiative not arrogance

\* Leaders seek alignment on the "what" and then allow their team to be the expert of the "how"

\* Leaders sustainable weigh the "what" with the "how" as opposed to "the what at all costs"

\* "first who, then what" can be a very powerful leadership tool

\* Leaders are paid to operate in the gray zone of seeking a balance between the needs of a company's employees, customers, and shareholders

\* As a leader I believe that I am often the dumbest guy on my team

\* Leaders deliver all of the above within a context of integrity, respect, and above all humility, at all times