



Mondays with Mike

AULTCARE

Meaning-Making Leadership

I hope that you do not tire of me using great reflections from leadership guru Scott Mautz. As you have noticed, I reference him often. Today will be no different. Scott has such a great way of “framing leadership” in a way that provides meaning, which allows for growth. Today, we will explore the four traits of Meaning-Making Leaders.

“Meaning-Making may not be in the leader’s job description, but it is in the job manifestation. As a meaning-making leader, think of yourself as a master electrician – you help hardwire a network of emotional connections, linking the employee to the employer and vice versa, and both to a greater good. Furthermore, not being mindful of your role in enabling meaning would be akin to ignoring strategy and vision. Your meaning-making can have that level of effect on sustained performance, be that in an organization, a family, a church, or in the locker room.

Leaders who are adept at meaning-making tend to have four traits that they focus on. They focus not on how to do as much as how to be:

- Have a passion for potential.
- Emit a caring, connective undercurrent.
- Possess framing finesse.
- Create an atmosphere of relaxed intensity.

We don’t have to demonstrate all four constantly; however, most leaders adept at meaning-making are strong in at least one or two of these, almost as their calling card.”

This week, let’s see if our words, actions, and behaviors can lift one or two of these up and into the game more often. I think we will get some “meaningful” results that will last forever.

Have a great week!

