



Mondays with Mike

AULTCARE

MONDAY TUE

Are you a better leader than most people?

Mike Novelli, AultCare VP, shared the following article from Inc. The article's title was: If you answer yes to this 1 question, chances are you are better leader than most people and was written by Marcel Schwantes. The word leader can be described as a work leader, husband/wife, parent, coach, or any other position of influence. Employee could mean colleague, spouse, child, teammate, etc.

To reflect on where you stand as a leader, and whether you are even fit for the demands coming your way, consider measuring your leadership skills against the high bar of this one question:

Did I make a difference in the life of an employee today?

Successful leaders arrive there through hard work and a wholehearted commitment to improving the lives of people. So the question should be a constant reminder to being the very best leader for the people entrusted to your care.

The question also forces us, as leaders, to raise our self-awareness about how best to impact the people we serve – especially our employees -- by learning and modeling the tenets of effective leadership:

1. Humility. A humble leader does not allow his/her pride to get in the way of gathering information needed to achieve best results. Humility allows you to acknowledge your mistakes and helps other people to see you as a real human being, and not a fake replica of someone you are not.
2. Developing others. People development is not a separate retention activity forced by HR. It's ingrained in the mindset of good leaders. Good leaders champion a learning spirit within the organization, sending a clear message that "growing our people is one of our highest priorities." They provide ongoing coaching and mentoring opportunities that are aligned with job purpose and the company mission.
3. Removing fear from the atmosphere. Research on psychological safety by Amy Edmondson of Harvard indicates that when leaders foster a culture of safety – where employees are free to speak up, experiment, give feedback, and ask for help – it leads to better learning and performance outcomes. We just can't be engaged or innovative when we are afraid. Some subscribe to the notion that fear is a motivator, but what fear does is kill trust – so it's the ultimate demotivator.

This week, in our roles as leader in any capacity, let's gauge how we are doing against these three key tenets.

Let's be a better leader than most people!

Have a great week!

