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Quotable Quotes

"He that has not served knows not how to command." ~ John Florio

"Efficiency is doing things right. Effectiveness is doing the right thing." ~ Alan Nelson

"By intentionally changing how you lead and manage others, you can develop leadership capacity in those around you every day." ~ Scott J. Allen and Mitchell Kusy

"The leader innovates whereas the manager administers ... The leader inspires trust where the manager relies on control ... The leader asks "what" and "why," whereas the manager asks "how" and "when." ~ Warren Bennis

Dear Jean,

After a two year focus in *The Choice Connection* to share my connections with other colleagues and their sharing of their gifts, I am refocusing the newsletter for 2015. I have considered many topics for a renewed focus in 2015 and have chosen to share some perspectives on leadership and how it can show up in so many facets of our lives.

I have been cautioned that the topic of leadership is a bit overdone and thus possibly a stale subject for many of you. Please know, I do not claim to have any brilliant insights or new knowledge on leadership. My hope is that I can share a personal challenge of owning a leadership role and inspire others to understand the influence and wisdom you already have and know that there are others that need to hear this from you.

As an innovator, the leader sees what many cannot and marks a path to an outcome others may not envision. Will I or you always believe in another's dreams? Founder and CEO of UniversityNow, Gene Wade speaks to the person who inspires trust - the leader with followers who believe in their way and mission, ready to join your tempo and pace. Hmmm, how many of us join the ranks of "wait and see?" Are we always so ready to be followers when things are rough or during times of change or are we so intent on setting our own tempo and pace for change? Are we empowered ... do we believe we are empowered? And if a leader is the one asking "what" and "why" then the stage is being set for challenging others and accepting the challenging from others. Are you and I ready to stand up and ask the questions, "What happened? What did we learn?" and "Why is this happening now and in this way? or How will we use this to get better?"

Many take the time to distinguish between the roles of a manager and a leader and their differences. I do believe there is a distinction and my experiences in both realms lead me to believe that learning to manage can be a foundational element of leadership. The qualities and characteristics of a leader are learned, tested, and 'tried on' when managing. As these qualities established in management are refined, strengthened, modeled and shared, a leader is learned and developed. Some persons we know are natural managers and growing their leadership daily. Some of these natural managers may in the future move firmly into a leadership role, while others will leave the leading to others. Some persons we know are natural leaders, step into this role easily and believe the managing is best left to others. Can the roles of a leader and manager be blended? Can these roles be cultivated to support each other? The term *Leader-Manager* is offered in the literature by those who believe these roles are or can be blended. This concept, Leader-Manager is one that appeals to me offering a flexibility to live and flex between the two roles as needed. This position personally allows me to "wait and see," "set my own tempo and pace," "ask the challenging questions" and be ready to accept the challenges from others. Yes, I think I have been working up to this position for awhile now.

Tools and Resources

FROM THE BOOKSHELF

[50 More Things You Need to Know: The Science Behind the Best People - Practices for Managers and HR Professionals](#) by D. Ulrich, R. Eichinger, J. Kulas and K. DeMeuse (2007)

[Developing High Performance People - The Art of Coaching](#) by O.G. Mink, Keith Q. Owen, & B.P. Mink

[First, Break All the Rules - What the World's Greatest Managers Do Differently](#) by M. Buckingham & C. Coffman (1999)

[Becoming a Manager - How New Managers Master the Challenges of Leadership](#) by L.A. Hill (2003)

THE INTERNET CONNECTIONS

[100 Exemplary Sites for Future Leaders](#)

[Top 25 Websites for CEOs](#)

Reflection

Are you the leader you wish to be? Are you on the path with a purpose to learn leadership?

The following questions are from Lolly Daskal, President and CEO, *Leader From Within*. She suggests that asking these questions sets apart the intelligent and successful leaders from others. I encourage you to spend a few minutes reflecting on your answers to these questions. Consider coming back to these questions a few times over this next year.

"1. Did I work toward my goals today?"

Successful leaders understand the importance of goal-setting in everything from long-term vision to short-term motivation. Focusing on your goals helps you to organize your actions and make the most of your ambition and aspirations.

2. What bad habits do I need to stop?"

Your bad habits--and we all have them in some form--may be damaging your credibility and your business. It is well worth putting in the daily time and effort to overcome them and replace them with things that will serve you better.

3. What motivated me today?"

Motivation is the force that keeps pushing you forward. It is your internal drive to achieve, produce, and develop--and it's always to your benefit to pay attention to the things that feed your personal motivation.

4. Have I been the kind of person I want to be?"

Character rules. You're not born with the qualities that make up your character, but they develop as you go through your experiences, your failures, and your wins. Govern your sense of responsibility and responses to events to develop the character you'd like to have.

5. What mistakes did I make today, and what can I learn from them?"

We all experience failures and mistakes; it's how you respond that makes the difference. You can choose to see failure as proof of your inadequacy, or recognize it as an incredible learning experience.

6. What am I grateful for today?"

There will always be bad days and good days, bad luck and good luck. Through it all, gratitude remains among the most useful tools you can have. It shows you what really matters and what's important, and it keeps you level-headed and focused on what is important.

If you want to create a shift in your business and your leadership, make a daily practice of asking yourself the right questions--because it is the right questions that lead us to the right answers."

(Copyright 2014, [Lolly Daskal, Lead From Within](#))

Choose To

Learn leadership ... serve and then command ... lean towards effectiveness ... innovate ... inspire trust in others ... ask "what" and "why" ... reflect often on the personal meaning and definition of leadership ... learn when to share the best of you ... develop the leader within you and within others.



January Joyful Observances

International Creativity Month
National Be On-Purpose Month
[National Mentoring Month](#)

Someday We'll Laugh About This Week (Jan. 2-8)
Elvis' Birthday Celebration Week (Jan. 7-10 - *Note: Usually week of his birthday on Jan. 8*)
National Vocation Awareness Week (Jan. 11-17)
National Handwriting Analysis Week (Jan. 19-25 - always has John Hancock's birthday 1/23)
Clean Out Your Inbox Week (Jan. 25-31)

War on Poverty Day (Jan. 8)
Learn Your Name in Morse Code Day (Jan. 11)
[Organize your Home Day \(Jan. 14\)](#)
[National Day of Service \(Jan. 19\)](#)
[National Irish Coffee Day \(Jan. 25\)](#)

Administrivia

My Constructive Choices Audience...

- * Professionals wanting to be at choice in their career and daily work,
- * New managers (and aspiring leaders) transitioning to establish a leadership role in their communities,
- * Individuals wanting to sort through the choices, build a more fulfilling life, live their voices, and...
- * Coaches who choose to step out, show up, and say - YES, it IS all about YOU!

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