True leadership isn’t about creating a name for yourself, or receiving praise from others for your great accomplishments – true leadership is about others!

If you focus on making your name great you will not see clearly. You will be dishonest and have bad relationships with customers or staff. You will create an atmosphere of competition, betrayal and you will not know who is really faithful to you and who isn’t.

*Leadership is about making others great.*
*Leadership is about helping others be successful and the result is you will be successful!*

The leader is only as great as his team. No one can be great by themselves. Every great person in history is great because they had a team of others who helped make them a great leader.

But history tells us that if the leader doesn’t pay attention to his team, eventually his team will leave him or betray him.

*The leader is only as great as his team!*

Great people create great leaders; mediocre people make mediocre leaders. Do everything to make your team great!
SUCCESS WILL COME IF YOU BELIEVE IN THE POTENTIAL OF PEOPLE

Our goal as a leader is to look for people with potential and help them to be the best!

- Get to know the people around you
- Help them to realize what they want to accomplish
- Help them to use their ability or develop their capacity
- Put the right person in the right place

EMPOWER THOSE WHO WORK WITH YOU TO BECOME THE BEST THEY CAN BE

- Give them opportunities (start small)
- Give them authority
- Give them resources
- Give them your support

SIX STEPS TO HELP A PERSON DEVELOP THEIR CAPACITY

1. Tell them what they need to hear
   - Hope
   - Vision
   - What is the job you need them to do
2. Show them what they need to see
   - See you or someone else do the job you need them to do
3. Do the job together with them
   - You do part of the job and they do part of the job
   - (By doing this you’re teaching them teamwork and people skills)
4. Let them do the job and you supervise them
5. Let them do the job on their own and they report to you
6. They train someone else to do the job

Training is not just telling someone. Training is telling, showing, doing it together, supervising them and they report back.

If you can’t train them yourself, find someone who can train them!
FIVE WAYS TO EMPOWER OTHERS

1. Give them a clear goal
2. Give them a clear job description
3. Give them the resources to do their job:
   - Human Resources
   - Financial Resources
   - Material Resources
4. Affirm them and reward them
5. Evaluate and guide them

CREATE THE RIGHT ATMOSPHERE

The atmosphere at your workplace or among your staff and between you and your staff is a key feature that will help you have success as a leader.

If the atmosphere is negative because the staff feel you don’t care about them or if you expect them to work too much and neglect their health and families or if they’re salary is too low, eventually they will leave or become unfaithful staff.

- Many small acts of kindness are better than one big one
- Generous actions, kind words, small gifts and spending time with them creates a positive atmosphere
- Create an atmosphere where people have freedom to try new things or something different and make small mistakes
- Create an atmosphere where staff support and help one another solve problems
- Create a winning atmosphere

Try to create a Win-Win Atmosphere at your workplace and among your employees.

“We are a team. We work together and help each other so we can all win!”

When you succeed give honor to your team, because you can’t win without them. Make your team famous! Make them feel they are a part of your success…because they are!
BE HUMBLE AND DON’T BLAME OTHERS

- When things go wrong, weak leaders blame others
- Examine to see if you had any part in the failure:
  - Did you give clear instructions?
  - Did you provide enough resources?
  - Did they have enough time to complete the project?
  - Did you create an atmosphere where they can come to you if they have a problem?
  - Do you have the right person in the right place?
  - Does your staff need more training?
- Discuss with your staff what they could have done better
- Discuss with your staff how they can not fail again
- If you make a mistake, admit it and ask others for help
- When you need help, ask for help

QUESTIONS

1. Describe the atmosphere in places where you have worked?
   - □ Negative
   - □ Positive
   - □ Supportive
   - □ Fearful

   Why was the atmosphere this way?

2. Describe the best boss you’ve had? Why was he/she like this? Why were they the best boss?
3. What are the Six Steps to Help a Person Develop Their Capacity?
4. What does it mean: “The leader is only as good as his team?”
5. What can a leader do to create a positive atmosphere among his staff?