

Dying for A Good Leader

It is my belief, you cannot deal with the most serious things in the world unless you understand the most amusing.
- Winston Churchill



Everyone thinks of changing the world, but no one thinks of changing himself.
- Leo Tolstoy



Be yourself. No one else is qualified.
- Anon



We judge ourselves by what we feel capable of doing, while others judge us by what we have already done.
- Henry Wadsworth Longfellow



I never did a day of work in my life. It was all fun.
- Thomas Edison

Presented by Ron Culberson, MSW, CSP

Do Leadership Well

Great leaders understand the difference between seriousness and excellence. An excellent leader can still create a work environment that is fun and that attracts good staff. To begin, the excellent leader must make sure that he/she is being a good role model for those being led. The following are suggestions for managing yourself.

- 1. Take responsibility for your leadership.

- 2. Develop the skills and values you need to do an excellent job as a leader.

- 3. Manage your perspective so that you minimize the negative effects of stress.

Creating a Culture in Which Excellence and Fun Coexist

A work environment must be both productive and enjoyable. You must have the right people and the right processes to make the environment attractive to quality employees.

Everything in your organization involves a process. Every process has steps. Every step has the potential to be improved and to be more fun. When you look at the activities in your organization that cause stress, are monotonous, or just need to be changed, consider analyzing the steps.

1. Assure that your work environment is congruent with your mission and vision. What are the processes or practices within your organization that are incongruent with your mission?

2. Break down broken processes and look for areas of improvement.

3. Look for ways to have more fun with the routine, mundane processes in your organization.

Connecting with The People

Staff need to feel valued and one of the most important roles of a leader is to create an environment in which staff not only feel valued, but are inspired to work towards the organization's vision. This is done through the power of words and your communication style.

The secret to good communication involves two simple concepts:

Empathy and Clarity

The better you understand someone else's perspective (empathy), the better you will be able to communicate with more clarity.

1. Understand the power of your words. What are some of the words that can create stress among staff?

2. Tap into the metaphorical power of stories to make your message memorable.

3. Use humor in all forms of communications.

5 Ways to Make Processes More Effective and Fun

1. Develop a plan for every process that includes a clear goal, an effective team, and an outline for the steps to get you to the goal.
2. Create excitement for the work by connecting the process and the goal and by involving the team in the plan.
3. Establish fun benchmarks along the way that allow the participants to enjoy achieving mid-process goals.
4. Regularly reward the participants for successes along the way and for the work that is being done.
5. Celebrate the process after the goal has been reached (or not). Acknowledge the value of the contributions of each member of the team.



(Leadership is) the art of getting someone else to do something you want done because he wants to do it.
-Dwight D. Eisenhower.



Only the mediocre are at their best at all times.
- Anon

Recommended Reading

Bennis, Warren (1994). *On Becoming A Leader*. Addison Wesley.

Bethel, Sheila Murray (1990). *Making A Difference: 12 Qualities That Make You A Leader*. Berkley Books.

Brown, W. Steven (1985). *13 Fatal Errors Managers Make and How You Can Avoid Them*. Berkley Books.

Covey, Stephen (1989). *The 7 Habits of Highly Effective People*. Simon & Schuster.

Freiberg, Kevin & Freiberg, Jackie (1996) *Nuts! Southwest Airlines' Crazy Recipe for Business and Personal Success*. Bard Press.

Gostick, Adrian & Christopher, Scott (2008). *The Levity Effect: Why it Pays to Lighten Up*. Wiley.

Credentials

Ron Culberson, MSW, CSP is a former hospice social worker, middle manager, and senior manager whose mission is to help staff and managers achieve a new level of success by embracing the concept of Do it Well, Make it Fun. He is a speaker, humorist and author of *Do it Well. Make it Fun., Is Your Glass Laugh Full?*, and *My Kneecap Seems Too Loose*. He was also the 2012-2013 president of the National Speakers Association.



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