Leadership

I always wondered how one can be a good leader who is appreciated by his team and delivers results for the organization. I had seen many leaders, leaders who were either too nice to team however couldn’t deliver the results and other leaders who were too focused on the organization’s results however weren’t popular with their team. I always wondered there must be a better way, a way which is good for the team and the organization.

Like many lessons in my life, one of the core lesson that I have learnt is if you stay with the question long enough, somehow the answers start approaching and reveal to you in unknown ways.

It was the month of February and I had already read few books on management however didn’t really get the answers and then suddenly I had to travel and on the Dubai airport I saw one book with the title “One thing you need to know” about great managing by [Marcus Buckingham](https://www.google.ae/search?q=Marcus+Buckingham&stick=H4sIAAAAAAAAAOPgE-LSz9U3MCkxqTTPUOIEsdMrjcwstWSyk630k_Lzs_XLizJLSlLz4svzi7KtEktLMvKLAPQBNVM3AAAA&sa=X&ved=0ahUKEwiVmfL18YfZAhUKZ1AKHf2rD3gQmxMIvgEoATAU). Somehow this book immediately connected inside me and I liked the idea of just one thing. I read the entire book on my way in the flight and I started to get the answers. I realized that many a times we believe the management is about pushing people to do job which they don’t want to do. However, the book suggested few new ideas as below

1. Learn your people’s strengths, what they enjoy doing. Observe and take feedback from the peers is the best to know them. Map their strengths to organizations goal.
2. Learn how your people learn, do they need training, do they need to work with experienced person or need assurance to make them believe that they can learn.
3. What are the triggers of your team members, what makes them anxious, angry, under perform and what makes them aspire, happy and deliver good results. Find ways to minimize triggers which impacts performance in negative way and use triggers where team member gets energized to act.
4. What does your organization want from you and how can you realign your team based on the strengths of the individuals to deliver results.

I found best management is when the employee feels fulfilled in working for the manager and the organization and this employee will deliver fantastic results if empowered, whereas if employee feels that his manager is there to get results for the organization only and doesn’t really care about team or him then he will just do what’s asked or required and will not take initiatives to deliver higher performance.

There were still times when I needed to give feedback to my team members however I kept it very light and informal like over a coffee and I focused more on, what they are doing right and if they do certain things differently then it will help the organization, me and them too. And I generally never had to repeat feedback again. Trying to change people doesn’t work well and I realized that I continuously need to change myself and support my team members in the areas where they needed help so the overall team looks good and the continuously keep the culture of support within the team.

I am glad that these principles are replicate able and can be applied everywhere including with my family and people in general.

If I must say two things about management then it is this, know your team members strength and believe in their abilities to use their strengths to deliver good results. And as a manager it’s our job to map this strength to organizations goal and, that’s an easy part.



