Haskin

Business Technology

Employability Skills—Leadership

Instructions:

On the back of this sheet, you will find an article titled: "Good Leaders Are Invaluable To A Company. Bad Leaders Will Destroy It." Complete the following steps:

1. Read the article

2. Open a new document in MS Word and save it as "Employability Skills—Leadership"

3. Using MS Word respond to the following:

    a. What are the qualities of a good leader?

    b. What can you learn from the examples of great leaders of the past?

    c. You can learn from good leaders and bad leaders…some you want to be like, others you learn who you don't want to be. Are there examples in your life that you have encountered good and bad leaders?

Good Leaders Are Invaluable To A Company. Bad Leaders Will Destroy It.

When good leadership is in place in a company, it can be felt throughout the entire organization. With good leadership, corporate culture isn't forced, it is developed. Communication is daily and open. Everyone understands the vision and goals of the organization, and everyone has input into how they can be improved. Employees feel that they are an important part of the whole and that every job matters within the company. Decisions for promotions are based on picking people of integrity whose talents and experience best fit the positions. Employees are encouraged to compete with their own best to get ahead and they understand that helping their coworkers to succeed is the best way to get ahead themselves. The result of good leadership is high morale, good employee retention, and sustainable long-term success.

Difference Between
Boss & Leader

Boss	Leader
Drives employees	…Coaches them
Depends on authority	…On goodwill
Inspires fear	…Generates enthusiasm
Says,"I"	… Says, " We "
Places blame for the breakdown	…Fixes the breakdown
Knows how it is done	…Shows how it is done
Uses people	…Develops people
Takes credit	…Gives credit
Commands	…Asks
Says, " Go "	…Says, " Let's go "

Bad leadership can also be felt throughout the entire organization – only not in a good way. Corporate culture becomes a meaningless term where leaders claim it exists while employees shake their heads in frustration. There is a lack of clear, consistent communication from leadership to the employees. As a result, the office is run by rumor mill, politics and gamesmanship.

Employees are uncertain of the company's goals and objectives for success and they have no idea how they fit into that picture, or what their level of importance is toward making it happen. Decisions for promotions are not based on integrity or talent, but rather they are based on who can talk the biggest talk or who is deemed to be the least threatening to the current leadership team.

Employees are taught play dirty against coworkers to get ahead by watching as it is continuously rewarded by leadership leading to the Lobster Syndrome of tearing one another down throughout the organization. The result of bad leadership is low morale, high turnover, and a decreased ability to have any sustainable success.

To become a truly great company it takes truly great leaders. And there is a huge difference in bosses and leaders: Here are some great quotes that I love on being a great leader:

- "You don't lead by hitting people over the head—that's assault, not leadership." –Dwight Eisenhower

- "Lead and inspire people. Don't try to manage and manipulate people. Inventories can be managed but people must be lead." —Ross Perot

- "Great leaders are almost always great simplifiers, who can cut through argument, debate, and doubt to offer a solution everybody can understand." —General Colin Powell

- "Become the kind of leader that people would follow voluntarily; even if you had no title or position." —Brian Tracy

- "A true leader has the confidence to stand alone, the courage to make tough decisions, and the compassion to listen to the needs of others. He does not set out to be a leader, but becomes one by the equality of his actions and the integrity of his intent." —Douglas MacArthur

Companies cannot afford to have poor leadership if they want to truly succeed – and I don't just mean in terms of financial success. I define success as far more than just money. I define success for a company as having a good product or service that adds value to the lives of its customers, while providing a positive working environment that allows employees to grow and flourish in their talents and abilities as well as their personal value system, all while generating a profitable return for shareholders. If a company isn't doing all three of those then it isn't truly successful. Employees cannot flourish under poor leadership, and when they are faced with having to follow poor leaders, companies risk losing their very best and most talented people. Don't risk allowing poor leaders to lead your organization. For anyone who is ever granted the opportunity to take a leadership position, remember that being a true leader doesn't come from a title, it is a designation you must earn from the people you lead.

Jabais Kerbo

8/16/19

1st period

Entrepreneurship

What are the qualities of a good leader? What can you learn from the examples of great leaders of the past?

There are many qualities that characterize great leaders, such as those of George Washington and Maya Angelou. These qualities help them to be the most influential people in our society and greatly impact not only the leader's life but those around the leader as well.

Some of these qualities include independence, originality, assertiveness, reliability, and kindness. Good leaders aren't afraid to speak up and are always there to help those around them. Leaders are good listeners and good speakers; they communicate well with others. In the workplace, good leaders make sure everyone is where they need to be, doing what needs to be done. Great leaders are responsible and ensure that all of their duties are fulfilled. Leaders like that of Martin Luther King, Jr. and Abraham Lincoln were characterized by the qualities mentioned above. They weren't afraid to speak up, and because of this, they were able to persuade others of an important cause and impact the entire world as a result.

Finding great leadership qualities in an individual is a rarity. Often when a great leader emerges, they make an impact and influence those around them because they stand out and guide others in an effective way.

Teacher Feedback: 100/100

Great choice of leaders! Martin Luther King, Jr. is one of my heroes. Leadership can entail so many things, but I agree with your choices and great examples throughout.

Zachary Todd

8-16-19

4th Period

Entrepreneurship

What are the qualities of a good leader? What can you learn from the examples of great leaders of the past?

Someone that I have played with in my eSports team, was a bad leader. What made him a bad leader is due to the fact that when it came time at the end of the match we would discuss with each other what mistakes we had done, he would tell one of us in a harsh way at times that we can't afford to screw up when it came time to our game season starting. As a result, our team is undergoing a change of switching people around to make our team compatible and more reliant and more communicative. Despite the poor leadership, as a result, I benefited by being able to take charge when our team is falling apart or at our weakest.

Apart from working with someone with bad leadership, I have worked with someone on our eSports team that has good leadership skills. What made the person a good leader is that they motivated just to do better, but in a more constructive criticism like manner, in which I really appreciate and look up to and I benefited from them because they made me want to become an even better team leader and builder.

Top three traits that I believe that a manager should have are having the ability and skill to motivate their employees, being a team builder, and having responsibility when it comes time to having to let someone go due to their behavior or situations that arose from them, which effects their company poorly.

Teacher Feedback: 100/100

I love how you incorporated individual examples of experiencing good and bad leadership. Unfortunately, and fortunately, we are always learning the leader we want to be or do not want to be by our daily encounters. Great examples!