

PROMOTING A “STAR” LEADER

Leadership is the management of employees to achieve company/organizational standards through specific direction and guidance. The leader determines the requirement of the job and the extent of how employees are performing. Leadership orchestrates employee talents and requirements under particular circumstances known as Performance Standards—not a Job Description. The word “Standards” relates to a level of employee performance quality, whereas “Description” merely describes an action.

A peer leadership role may not be a formal assignment given to an employee. Some employees can lead others because they have a natural propensity to be leaders. The leader of peers has a watchful eye that encourages other-employee success. When an employee is naturally successful in peer leadership, the employee is known to be tremendously successful.

POSITIVE LEADERSHIP PSYCHOLOGY: Rewarding positive work behaviors with positive verbal comments and recognition for excellent work skills encourages more positive work behaviors. It requires a leader to value positive human relationships and know that POSITIVE RELATIONSHIPS MATTER! It means that employees are allowed and encouraged to appropriately voice their concerns to better the company or work situation. Be not afraid to recognize negative aspects of employee behavior—for it is the recognizing of negative behavior and redirection to positive behaviors that promote employee and organizational success. Hold all employees accountable for the positive job they are expected to do. Setting an example of *positive leadership behaviors* sets a positive work example for all employees.

GREAT MAN THEORY/CHARISMATIC THEORY—BELIEF THAT A LEADER IS BORN AND NOT MADE: Some men/women over several centuries have found their place in history as “GREAT.” Some examples are Abraham Lincoln, Alexander the Great, and Florence Nightingale. Employees and potential employees are different—some are naturally “Great” and some “Not-So-Great.” Smart leaders recognize “greatness” in specific employees and magnify the employee’s charismatic tendencies by using outstanding leadership skills.

“The Great Leader is not necessarily the one who does the greatest thing—He is the one that gets the people to do the greatest things.” (Ronald Reagan)

TRAIT THEORY—BELIEF THAT A LEADER HAS PERSONAL TRAITS THAT ARE CONSISTENT OVER TIME: Some men/women naturally have in-born high-performing TASK traits or RELATIONSHIP traits. If an employee has *high-performing task traits*, the employee is usually known for systematic organizing and performing intricate processes and finite detail. This task-oriented employee often stays on task to get a job done in a given amount of time.

Conversely, an employee with *high-performing relationship traits*, performs skillfully in sensitive employment situations and decisions. They are usually liked by others and are more likely to encourage positive work responses as an outcome of their relationship abilities.

The awareness of an employee’s trait tendencies (task or relationship) and an employee’s tendency toward “greatness” tells a leader where and how the employee can magnify the work standards of an organization’s philosophy, purpose, goals, and objectives. It is a real treasure if you find an employee with both high task and high relationship abilities.

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