



TOBINISM

"Wisdom takes root when you learn the best answer can be silence"

Alligator Arms

Choices are put in front of us everyday as leaders. Not everything that happens to us is positive but the good news is we always have a choice on how we react. There are several paths to travel as a leader! Let's discuss two paths...

One path is that of the 'alligator arms' leader, it is safe and many travel it. It is said that the alligator arms leader operates in:

'A state in which an individual does not travel nor reach outside of their comfort zone; therefore, they stay within what they view as safe and secure.'

- They protect their money by rarely reaching for the check at lunch meetings
- They avoid deep conversations
- They live by their title
- They avoid risks.
- They do things that are beneficial and safe for them.
- They remain with an organization as long as it is strong
- They allow others to take blame.
- They redirect to others.
- They spend hours seeking their staff's opinions to assure they, the leader, is safe.
- They willing 'delegating' their duties to others
- 'Delegation' is not synonymous with empowerment.

Another path which is less traveled because it involves risks and creates the need for the leader to stretch them self beyond their comfort zone and that is the path of the 'orangutan arms leader', they operate in:

'A state in which an individual's arms are opened wide to encompass the whole situation.' It is stated that if your arms are opened wide, your mind will follow.

- They take time to self-evaluate their part in the failed situation and start again
- They listen and seek wisdom
- They reach into their pockets of experience and give all they have
- They provide appropriate tools needed to maneuver back
- They teach the way to go
- They encourage with notes, hope, smiles and positive words
- They let associates shine

There are many avenues to take... these are only two...the choice is in your hands!

A local leader called me to share their disappointment in one of their employees. They wanted me to hear the failings of this individual they had put in an important position 80 days ago! When I asked them what approaches and plan of actions they had implemented to help this department leader succeed, this leader quickly let me know that to do anything would have been a waste of time because it was useless to try and salvage someone that was so obviously inept. After around 20 minutes of non-stop talking this leader thanked me for my help and hung up." I had said nothing! The best help in my mind that I could give this leader was silence.

"An individual that is not devoted to the cause has no ears to hear and nothing to develop."

1. Where would you classify this leader who called me?
2. Why do you think they called me?
3. How would you have responded to them?
4. Was silence truly my best response?
5. It is said that silence is good when no one is listening, but how do you know if they are listening.

If the making of a company lies within the hands of the leader...

- What avenue do you want to see leaders travel?
- What leader do you want to follow?
- What path will you choose to travel as a leader?



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