



Hope and faith are important things. I don't think that humans could survive without hope and faith. Unfortunately, too often hope and faith are used to make promotional decisions.

Case on point: hoping that the Star Performer will become a Star Leader.

By placing faith in a Star Performer to transform into a Star Leader is foolish. A well-intentioned, but foolish, choice that places the organization at risk and can negatively impact people's lives.

It is often said that "people don't leave companies; they leave bosses." The traits that make some one look like great promotion potential from above: task focused, high achiever, go-getter, works well without direction, innovator, driven are THE SAME traits that can make poor leaders.

Why?

Because the go-getter attitude may sideline important LEADERSHIP TRAITS such as empathy, time to listen, relationship building, willingness to listen to contrary opinions, in short...all those elements that inspire TRUST in others.

Without TRUST from those who CHOOSE to follow-there is NO LEADER . Therefore, NO LEADERSHIP.

So look beyond, the Star Performance. Look to the ACTUAL STAR LEADERSHIP that currently exists.

Who do people TRUST in the organization?

Who looks out for their TEAM as much as themselves?

Who continually holds themselves ACCOUNTABLE?

Who is ADMIRERD by thier peers, not just liked by those up the food chain?

Who has a THIRST for learning?

Who has the HUMILITY to know that there is alot to learn-no matter how long they have been around the block?

Who WOULD YOU CHOOSE TO FOLLOW COME HELL OR HIGH WATER OR BOTH?