

Synthesiser Leadership

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Synthesiser Attributes

"For God did not give us a spirit of timidity but a spirit of power, of love, and of self-control"

A Synthesiser is a device that combines elements of an energy source in such a way as to create a new or greater form of energy.

A synthesiser as an electronic gadget that combines sounds from different sources to form a more complex, product: "his operas synthesise music and drama in perfect harmony".

A battery converts chemical energy directly to electrical energy that turns motors and turbines where significant initial extra power is required to start generation of greater power. In humans the liver synthesises vitamins essential for the nutrition of the body.

Synthesiser leadership attributes are those characteristics that enable a leader to combine ideas, influences, resources, and objects into new energy and power. This brings pieces together to make the organisation achieve a mission that may be considered impossible.

A synthesiser leader is a thinker, a pragmatist, and a "whatever works" kind of leader. Or one who has the intuition to choose what is best or preferred from a variety of sources or styles and options.

A Synthesiser leader has a gift of being able to stand back from a problem, survey great amounts of information and multiple points of view, and then determinedly make good decisions: the ability to examine seemingly unrelated information and discern meaningful patterns in it.

A synthesiser leader is more productive in quiet reflection, away from the give-and-take of meetings and disagreements. The strong attributes as a leader is strategy and tactics, and normally such a leader is careful, reliable, and calm.

A synthesiser leader is a listener and one who asks for input, shares information that prompt rationale building; often capable of exerting influence on those around them. The leader has the ability to see the big picture and quickly find ways to integrate

various elements to put a project together. This type of leader exhibits great insight into problems by synthesising information to find the proper solutions. A leader characterised by great vision and strategy.

"If you can dream it, you can do it." Walt Disney

Success requires the capacity to relate a compelling image of a desired state and vividly directing the elements in the organisation to the new dream.

How do you capture imaginations? How do you communicate visions? How do you get the people aligned behind the overarching goals?

Additional attributes include: time management; mastery of detail; passionate; and strong internal motivation. Often said they have the "Fire Inside".

Learning from Michael Maccoby, *From Analyzer to Humanizer: Raising the Level of Management Thinking*, to develop synthesiser attributes so as to define the leadership role as both strategic and enabling, a leaders has to: learn from customers, competitors, and employees; share their ideal design by inviting each level and group to participate in an interactive dialogue; reflect on their theories, since others are encouraged to challenge or test them; develop trust by designing reciprocal work relationships that support system goals; learn to be open with information and non-defensive about the challenges; and develop contracts among these stakeholders with the goal of win-win-win.

Increasingly, the most successful leaders will be synthesisers as they transform organisational culture to serve all of its stakeholders. They need to consider the following behavioural attributes that convert leaders to synthesiser leaders:

"Go slow to go fast": Start slowly to know the resources you have to perform the task ahead of you. Establish a common direction and involvement so that when you pick up speed, everybody is eager to be on board.

Create a Common Vision: Develop the upside and down side of doing the work in

a participatory manner to create a consensus of the mission to be accomplished.

Play Straight: Announce the rules upfront including rewards and penalties for team participants as an inspiration towards achievement.

Play it Back: Seek and reward candid feedback on an ongoing basis,

Synthesise the Best: Listen. Ask probing questions that do not reflect a bias in order to get best ideas for the next action that may attract agreement.

Give Third Party Endorsements: Offer specific, genuine praise for contributions from within and without the organisation.

Walk Your Talk: Set of core personal values that people can trust you'll keep, regardless of whether they share those values.

When electrical energy is applied to the battery, the electrons flow from negative to positive, as the energy is used up, resulting in a discharge. This calls for recharging the battery to reverse and restore the power to its original status.

"... outwardly we are wasting away, yet inwardly we are being renewed day by day."

Our Creator made available, to those who care to relate to Him, the spirit of power that He told His disciples to wait in Jerusalem to receive. This power would enable them to transform the entire world.

"Create in me a pure heart, O God, and renew a steadfast spirit within me."

It is essentially critical for a leader to exercise personal responsibility in restoring and renewing the level of energy physically, emotionally, intellectually, psychologically and spiritually. When the leader cries, "my heart is faint within me", is a sign for renewal and restoration. This is a symptom of strain from within in response to the awesome tension from without.

The strength of synthesiser leaders is their weakness, in not realising that they as leaders need regular rekindling.

Put your hope in the LORD,

He will renew your strength,

You will walk and run,

And not grow weary, and not faint.

StratServe Newsletter is a monthly inspirational challenge to leaders in leadership

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