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Self awareness is a gift that you can only acquire over time however, when you intentionally make the decision to learn about who you are and also defining who you want to be and what you stand for, then you are on your way to becoming a leader. As a leader, the energy you give out is what is carried along followership and the article primal leadership explores this notion, if I am hopeful, then those around me will be hopeful – the important thing I think worth noting is that, when you are clear about what it is you stand for and your core values the rest is much easier, because you can respond to the job based on your core values – your core values determine how you will encourage or discourage others, how you will empower or elevate others and so on. Defining your core values is critical – they should be simple yet with value and should transcend all settings, business, family, community i.e. they should be applicable to your different walks of life.

As a middle manager, you influence both up and down. Taking the attitude of assuming good intentions first is always a big help in how you will take to the input of those that you lead and follow. It plays a role in how you respond and spins you in a positive light. A positive attitude not only makes logical sense but business sense as well. Corporate America has a bad reputation of being cut throat and step on whomever you need to, to get ahead. This reputation has some truth to it but is not entirely true. The problem with cut throat behavior is that it definitely has a burnout cycle eventually and is not sustainable in the long run. Understanding that in any environment there are people who will be concerned for just themselves and others that will be concerned for the whole is important to take note of as a middle manager. Everyone plays a part in the picture, the self driven, over ambitious and sometimes selfish person contributes to the organization

even though they have ulterior motives. So the bottom line is to be self aware, know who you are and then get on with it.

The organization has a diverse group of people which means that there is a need to be flexible and non judgmental in order to be able to manage the diversity. The Tao Te Ching talks about the greatest leader as one who people barely know exists and when the work is done the people will celebrate their own success and say “we did it by ourselves!” In the article “Enough Leadership”, the notion of distributing leadership is one that resonates. Holding leadership at “top” is evident of the ego’s manifestation on whatever is trying to be achieved and frankly it serves no purpose. It is important to treat people with respect and acknowledge their contributions both as the people they are and what they give to the organization. Relationships are important – to know the state of someone mind is to peep into how they function and this allows us to be compassionate even in times that we believe that we are right. Wayne Dyer says when you have a choice between being right and being kind, you should choose kind. The business logic behind being kind is that you create an environment where people can realize their full potential because you have broken walls of insecurities and threats that we naturally have as human beings.

#### References

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