Leadership is About
Giving and Earning Respect
Leaders: Give & Earn Respect

1. Leaders earn respect by creating a Vision and Actionable Plan
2. Trust: Critical to giving and earning respect
3. Earn respect by Walking the talk
4. Habit 5: Seek First to Understand, then to be Understood
5. Being willing to fail
(1) Leaders earn respect by creating a Vision and Actionable Plan

Why?
Leaders Earn Respect By Creating A Vision And Actionable Plan

- Visionary leaders
  - Charismatic
  - Sets values
  - Sets ethical standards
  - Sets culture
Leaders Earn Respect By Creating A Vision And Actionable Plan

- Visionary leaders
  - Shape strategy
  - Have a holistic view
  - Provide Stewardship for their ideas and the organization
  - Willing to fail
Leaders Earn Respect By Creating A Vision And Actionable Plan

The Vision Process

- Formulating a vision
  - Seek ideas from many constituencies
  - Always “Listen” to other points of view

- Leader then sets vision which does not accept all ideas that were offered
Consensus Based Leadership

- Consensus on problem or opportunity
- Consensus on options which are available
  - Consensus on potential benefits and risks of each option
- Leader chooses path to follow
  - Consensus on best way to implement path
(2) Trust: Critical to giving and earning respect
Trust: Critical to giving and earning respect

- Trusting leaders
  - Set clear goals and objectives
  - Define constraints
  - Actionable stretch vision
    - People know what to do
      - When to act
      - When to ask
In Summary: Vision Community

- Leader initiated
  - Listen and facilitate
- Shared and supported
  - Set direction, destination
- Comprehensive and detailed
  - All must know their role
- Positive and inspiring
  - Challenge and stretch, be worth the effort

Source Joel Barker
Giving & Earning Respect

- See the value in every person
  - Take the time to tell them how you value them and their contributions!
- You can learn from everyone
  - Take the time to do it!
  - Value diversity!
- Seek to be a facilitating leader
  - Work to enable and ensure the success of others!
    - Give them credit and acknowledgement!
    - Share risks and rewards!

How is all this related to Trust?
(3) Walking the talk (behavior)

- Be Socratic even when you think you know what to do
  - Seek a diversity of opinion and see the richness of diversity even though you have been there and done that when a problem or opportunity arises

- You may be positively surprised by what you find.
Seek out and invite dissent
- Why?
- What good could come of it?
- How should you deal with it?
Walking the talk (behavior)

- Leadership Integrity
  - Do what you ask other to do
  - Act in the way you ask others to act
    - You are not exempt
      - Iacocca Sacrifice
    - Do what you say you will do
    - Don’t do what you say you will not do

- Ethical perceptions critical
  - Chicken Soup page 273
    - Are you going to help me?
(4) Stephen Covey's Habits

- Habit 1: Be Proactive
- Habit 2: Begin with the End in Mind
- Habit 3: Put First Things First
- Interdependence
  - The remaining habits are habits of interdependence.
Stephen Covey's Habits

- Habit 4: Think Win/Win
- Habit 5: Seek First to Understand, then to be Understood
- Habit 6: Synergize
- Habit 7: Sharpen the Saw
Socrates was called “An immoral corruptor of youth”

Walt Disney was fired by a newspaper editor for lack of ideas, he also went bankrupt once.

Thomas Edison's teachers said he was too stupid to learn anything.

Albert Einstein didn’t speak until age 4 and didn’t read until he was 7. His teachers described him as mentally slow.
Being Willing to Fail

- Abraham Lincoln

- 1816 Family forced out of home
- 1818 Mother dies
- 1831 failed in business
- 1832 ran for state legislature – lost
- 1832 lost job, rejected for law school
- 1833 borrowed money to form business and went bankrupt. Paid debt off over next 17 years
- 1834 ran for state legislature again – won
- 1835 engaged to be married, sweetheart died, was heart broken
- 1836 nervous breakdown in bed for 6 months
- 1838 sought to be speaker of legislature - lost
Abraham Lincoln

- 1840 sought to be elector – defeated
- 1843 ran for congress – lost
- 1846 ran for congress again – won
- 1848 ran for re-election – lost
- 1849 sought job as land officer – rejected
- 1854 ran for US senate – lost
- 1856 sought VP nomination – got <100 votes
- 1858 ran for US senate again – lost
- 1860 Elected president of US
The path was worn and slippery. My foot slipped from under me, knocking the other out of the way, but I recovered and said to myself “it’s a slip and not a fall”

Abraham Lincoln
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Thank You

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