

# IT'S ABOUT ME!

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Selfish attitudes within organizations cause the demise of organizations. Leaders must not only be focused on their agenda, but also must understand the agenda of others inside and outside the organization. Good leaders must be aware of the agenda of the most "important" people in the organization, but should also be well aware of what the "not so important" people think. Most organizations have cliques, sectors, or small groups that may not be in the main stream. Oftentimes this creates communication problems. However, all perspectives are necessary and usually helpful. For the best leaders knowledge is power.

If it doesn't matter who gets the credit in an organization, the organization is usually healthier. The worst leaders tend to see things in the following way. Adapted from "Property Law Viewed By a Toddler," Michael Hernandez.

- If I like it, it is mine.
- If I can take it from you, its mine.
- If it is mine, it must never appear to be yours.
- If it looks like mine, its mine.
- If I think its mine, its mine.

Conversely, maturity in leadership can be learned. Successful organizations that have successful leaders tend to structure things this way.

- Outcomes exist at every level.
- Mechanisms for feedback are established within and around the organization.

- Employees do not panic about an occasional failure.
- Leaders take full advantage of the strengths of each employee.

Leadership does not mean forcing change, demanding respect, and accepting credit for success with much fanfare. As the Chinese philosopher Lao-Tzu once said, "When the best leader's work is done, the people say, 'We did it ourselves'."