

NO PAIN, NO GAIN!

Aug 19, 2015

By Keith T. Miller

<https://www.linkedin.com/pulse/pain-gain-keith-t-miller>

The need for endless adaptations and transformations are what leadership is all about. Very few endeavors that are worthwhile are simple. However, they may be simple in retrospect. "Why didn't we think of that a long time ago?" Paraphrasing Arthur Bloch: "Anything that can be changed, will be changed; eventually."

Change is challenging. Can the organization make change happen in a timely manner? Does your organization take three steps forward, then two steps backward? How many casualties will there be along the way? Managing change is a dynamic phenomenon.

Good leaders find new ways to solve old problems. They look at things differently. They are able to look beyond perceived limitations and imagine things as they could be. Engaging the people that can empathize with the vision takes heavy lifting. It is labor intensive.

Some leaders are ahead of their time for the organization. In some cases the organization may not be ready at that moment for change. However, the foundation is being laid. In some instances it may take more time than the leader has to give. Some good leaders may not be appreciated or understood until they are no longer with the organization. This happens.

Moving organizations forward takes time. The temperament necessary to have patience is sometimes a curse and sometimes a blessing. Visionary leaders are sometimes misunderstood. Sometimes their bad reputation is deserved and sometimes it is not. The challenge is to hang on while people inside the organization adjust to change either proactively or reluctantly. Eventually change happens. It is a process.

The legacy of a good leader is not to be remembered, but to prepare future leaders to be better than the current leaders. In many instances current leaders will not get to see the fruit of their labor, but their children will see it. There are many forward thinking leaders throughout history who were not appreciated during their time. I suspect that there are many leaders who are unsung or under appreciated today.

Visionary leaders should have tough skin, a tender heart and selflessness. These attributes provide the framework from which visionary leaders can do the heavy lifting.

Visionary leaders talk the talk, walk the walk, then talk the talk again!