

“The key to successful leadership today is influence, not authority.”

– Kenneth Hartley Blanchard

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EMPOWERING PEOPLE PERFORMANCE

On Sunday I watched a referee wield authority over a team of 15 year old's on the soccer pitch. The rules communicated were spot on, need to be learnt and observed. What he did well was communicate very clearly and was consistent throughout the game to enforce the rules as communicated. The delivery fell short, it was an over exertion of power and status which had a negative impact all round.

Where does your leadership style over step the boundaries by exerting authority? I know it's uncomfortable, a bit like watching the Office and realising that whilst exaggerated the behaviours are ones we identify with, we laugh uncomfortably without understanding why.

3 Areas where I observe this within cultures is when:

- > People do not feel able to talk to someone who is a few grades above them in a hierarchy and no-one is asking why?
- > The inappropriate use of humour, usually passive aggressive and delivered as a put down.
- > Exclusion from meetings where decisions are made that involve the person who is working on the project.

Pollyanna