



Global Management Consulting Services

Commentaries and Insights from Allawos & Company

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“Be Bold, Be a Leader”

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Leadership. It comes in all shapes and sizes, in all parts of the world, difference cultures, ethics, and traditions. Weather in government, business, or everyday life moving a thought, idea, program, product or initiative takes leadership.

There are many components to being a good leader: ***Resourcefulness, Commitment, Adaptability, Seeks Knowledge, Good Delegator (and Follow-up), Creative, Honesty, Trustworthy, Ethical, Assertive, Good Communication Skills (Good Listening Skills), Proper Planning, Good Judge of Character, Critical Thinking, Ability to Manage, Take Responsibility, Positive Attitude, Being a Good Teacher, Capacity to Learn***, and most importantly ***Knowing Yourself***. As you can imagine the opposite of the above are not desirable qualities for a good leader.

What is not on the list above is ***Courage***. Courage to step in to lead others and put your personal credibility to the test. Courage to be vulnerable and face possible failure.

What personal issues or character traits do we bring into the leadership position? EVERYTHING. Unresolved issues and personal flaws as well as personal pain shape how we interact with others on a daily basis. In many cases, if not all, we are unaware of what negativity we bring into the leadership role. For example you may have many triggers that can and will set you off in an instant and enact a reaction that is less than desirable and in turn trigger others causing an endless cycle of inefficient leadership and poor communication.

It's important for a leader to create a safe environment in order for the organization to focus on the tasks at hand and not social issues. This doesn't we discount responsibility. In fact personal responsibility seems to be in short supply in our current environment and we waste too much time pointing fingers and not learning from our mistakes and tend to repeat them.

Expectations? That's a great question because many organizations fail to plan properly or not at all. From business plans to job descriptions to strategic planning there can be a large void. Yes, it takes time to produce these documents and more but they are the foundation from which to grow on. Can you imagine growing from a small start-up to a midsize and Fortune 500 company without these basic documents? Some company's do grow with minimal documentation but start to fail at some point and the fix is a costly one at this point and can even destroy the organization if not addressed in time. These documents also set up boundaries between co-workers that reduce stress and confusion that will lead to poor work performance and possible legal issues.

How do we as leaders interact with those that are being lead? There is a fine line between being friendly, professional, and knowing where that line is. It is also important that there is firmness as to who is in command in a respectful manner. When conveying thoughts and ideas sitting at the same table with subordinates is the preferable way to communicate. When directives and or challenging information needs to be conveyed to a subordinate, sitting behind your desk is usually the best mode to communicate

Many times a leader is moving so fast that they fail to communicate properly and rely on "you should have known what I wanted" or we rely on our electronic devices with abbreviations and emoji's to give direction that gives a greater propensity for miscommunication and separation from real communication and deterioration of our communications skills.

We can move through to the future with new technologies but it will never be a substitute for proper and meaningful communication, this is why Allawos & Company offers many business services including management and executive coaching to propel you and your organization to new and higher levels of success.

About Allawos and Company, LLC

In our experience by far the most challenging aspect of successful employee relations is to simply start. That's why Allawos & Company is here, to help you start on the road to success and be there every step of the way with executive coaching, employee surveys and other services that will draw on our vast experience.

Allawos & Company is a comprehensive global management business-consulting firm, tuned to enable organizations to identify and exploit opportunities through creative engagement built on a foundation of decades of senior management experience.

We are a global management consulting firm specializing in business plans, business development, corporate development, contract negotiations, employee surveys, strategic planning and turnarounds.

We service the aerospace industry to healthcare, semiconductor to farming and most industries in between.

Our comprehensive consulting services improve the client's condition and leaves behind the tools for growth.

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