

Top Ten Mistakes Leaders (or Managers) Make

Nugget #009

Making mistakes and erring from time to time in itself is not a bad thing. How else can we learn if we are not allowed a mistake or two? People who learn from mistakes are those who remember them and ensure that they never repeat their failed effort again - good wisdom. And then there are those that keep repeating the same old mistakes, never learning.

This weeks nugget is not about the one or two mistakes that a leader can or will make. But it is about a pattern of operation or a way he or she always does things.

#1. The Top Down Attitude

Good leaders will serve people and create the atmosphere where others can learn without impending fear.
Bad leaders bark out orders, create fear and take for granted that people exist to serve them.

#2. Putting Paperwork Before People Work

Good leaders know that people are their most important asset and will treat them accordingly.
Bad leaders have their focus on the direction of things. People are only a tool to get the job done.

#3. Absence Of Affirmation

Good leaders exude warmth, are easily approachable and offer genuinely good affirmations and encouragement.
Bad leaders lack the ability to extend warmth or affection thinking that's for the bedroom not the boardroom.

#4. No Room For Mavericks

Good leaders encourage mavericks to unleash their full potential. Mavericks thrive as they are freed to fly.
Bad leaders with a managing or controlling mindset want everyone to toe the line especially the mavericks.

#5. Dictatorship In Decision-making

Good leaders will say 'we or they' did it because for them the team and others and their contribution comes first.
Bad leaders because of their insecurities always speak in 'I to I'. They love the limelight and need the attention.

#6. Dirty Delegation

Good leaders delegate when there are opportunities to let others have ownership and learn as they go.
Bad leaders either abdicate or delegate sloppily with many strings attached and then play the blame game.

#7. Communicating Chaos

Good leaders know that communication is, not telling people 'what to do' but about 'getting through'.
Bad leaders (even those who speak well) don't 'get through' they just dish out information.

#8. Missing The Clues Of Corporate Culture

Good leaders work towards building a long-term and sustainable organization culture of excellence.
Bad leaders are tossed to and fro by every 'wind of fad' and have a 'flavour of the month' mindset.

#9. Success Without Successors

Good leaders will eventually prepare for their departure by mentoring and coaching successors.
Bad leaders will create an aura of indispensability and will want to hold on to the reins forever.

#10. Failure To Focus On The Future

Good Leaders see far into the future more than anyone else and they work to take their people there.
Lesser Leaders live in the NOW and focus on the monotony of the day.

In the next few issues of the nuggets, we will examine further each of these mistakes.

Adapted from *Ten Top Mistakes Leaders Make* by Hans Finzel - Victor Books, 1977