

**LEADERSHIP IS A CHOICE.**



**KINSLEY**  
GROUP INC

In choosing leadership, make no mistake, you are making a choice. It is not a rank bestowed upon you, or authority delegated to you. It's a choice, it's an explicit decision you make, and you alone can make it.

In choosing to lead, you are also choosing to forego self-interest. It will no longer be about you. It will be about focusing on others and about being responsive to their needs, their concerns and sometimes even their fears. It's about pursuing the achievement of shared objectives which may not be your own objectives, and which may even put your objectives in jeopardy.

It's not about false humility either. It's not about 'loving yourself', or 'finding your truth' or some other highly overrated self-centered pursuit that are often little more than a license for endless self-indulgence. That's narcissism in its purest form. Leadership is not narcissistic, it's the opposite.

Leadership is about seeing others as people who are not unlike yourself; not 'assets' or some other object subject to manipulation.

It's about being inspirational - it's about giving people a reason not to hit the snooze button in the morning. It's about setting clear priorities often in the face of inadequate resources. It's about promoting a productive, supportive culture that enables others' success as well as the achievement of shared objectives.

In choosing to lead you essentially are choosing to be the kind of person others want to follow.



It requires being vulnerable even when you are unsure if doing so will be reciprocated let alone rewarded. It takes courage. It's hard work. It's not for the faint of heart.

Leadership is also, at times, about honoring others with the hard truth. It's about 'tough-love'. It's about telling others what they need to hear, regardless of how difficult it is to tell them, or how telling them makes you feel. It's about enabling others' success. It's about upholding personal accountabilities, including your own.

Much has been entrusted to you as a leader. Others have a job and can support their families because of leaders who came before you. It's not about overloading a 'lifeboat' in which you feel better about yourself, but everyone 'dies'.

It's about learning to be 'soft like a brick' – being responsive to others but maintaining high expectations. It's about acting on your sense of right and wrong. It's about making the tough call.



If you choose leadership, we wish you well - leadership is a noble pursuit. It is rewarding on many levels. However, we encourage you not to go it alone, it is not a solo act. To a great extent, your success will be determined by your influence with, and impact on others. Inspire trust - make it easy for others to discern your intent. Build and nurture strong professional relationships up, down and across the organization. Pro-actively coach, teach, and mentor others to enable their success. Provide others frequent and meaningful performance and developmental feedback. When corrective action is warranted be decisive, act.

Good luck.