

# Leadership Re-Think! What Do They See When They See You Coming?

Dynamic Leadership in Changing Times

Stephen M. Gower  
Certified Speaking Professional



The *Gower*  
*Group, Inc.*



The Gower Group, Inc.  
P.O. Box 714  
Toccoa, GA 30577  
800-242-7404/Fax: (706) 886-0465  
E-mail: [smg@stephengower.com](mailto:smg@stephengower.com)  
Web Site: [www.stephengower.com](http://www.stephengower.com)

## The Five Mega Truths of Perception

- **Your microphone is always on!** It is particularly alive when you are tired, angry, frustrated, in the midst of partying, or after you have partied. Remember you are always sending out messages.

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- **We do not have the same starting points, nor do we run/learn at the same pace!** Our experiences, strengths, weaknesses, and attitudes are as different from each other as are our unique personalities. Unfortunately, our tendency is to forget or ignore this reality, and thus assume that we are similar at point of start and pace.

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- **We do not speak the same language, even if we all speak English.** The idea that a word or phrase means the same thing to everyone is a huge misconception. What I say and what you hear can be very different.

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- **Perception is driven by the perceiver—from underneath a “Thatch Hut”!** Past experiences and perspectives determine, to a large degree, what others see when they see you coming. Thatch huts rule.

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- **What is insignificant to you can be extremely significant to someone else!** What you say and do can cause a reaction from another that is much stronger than you expected. (In reality, you are precipitating the “persimmonizing” of another—perhaps leading them to go back to an uncomfortable experience.)

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## ***The Eight P's of Perception***

### **A Treasury of Keepers**

- **PERSONALITY.** Do not allow the hurdles of assumption, generalization, and routine to diminish your attempts at strength affirmation.
- **PERSISTENCE.** Beaten dead horses equal broken spirits. Resist the urge to remember the negative so well that you allow the positive to quickly evaporate. Dispense some slack.
- **PERFORMANCE.** Expectations minus examples equal exasperations. You cannot give what you do not have. You will give what you do have.
- **PRESENTATION.** There's nothing wrong with being nervous. Channel your nervous energy so it works for you rather than against you. Preparation will help you "celebrate the butterflies."
- **PREOCCUPATION.** Battle the tendency to be there "without being there." Remember, your preoccupation will leak out and be perceived as indifference. Your eyes will give you away.
- **PEAKS.** We do not grow in straight-line fashion. Growth is process, not single event. We travel by detour. No one is normal.
- **PUNISHMENT.** "Uh-oh" minus "Ah-hah" equals "Oh no." If you ask "What do they see when they see me coming?", and you think they rarely see an "Ah-hah," then re-examination might be appropriate.
- **PRAISE.** We do not grow when you incessantly put us down. We grow when you lead by affirming us at the point of our strengths. K-I-S-S – Keep It Specific...Somehow!

# ***Leadership Rethink!***

## *How to Claim and Polish the Leader Within You!*

The definition of leadership has been based on singularity, rigidity, and bias constrictions too long. There is more to leadership than we have been taught to think.

Whoever you are, wherever you are, whatever you are doing, think of yourself as a leader now. You belong to the Leadership Club. Membership is not exclusive; you are welcome.

Stop thinking of leadership in narrow terms. Any worker, student, parent, has the potential for employing leadership skills now.

The veteran leader will benefit from the unique focus that equals *Leadership Rethink* as introspection will lead to both validation and initiative.

The process toward claiming and polishing the leader that is within you equals eight steps:

- **Leap Beyond the Myth.** Myths mask truths—for them, for you.
- **Learn to Think of Yourself as a Leader.** Leadership skills are not “out there,” they are within.
- **Listen for Your Clues.** Those who refuse to listen, refuse to lead.
- **Laugh at Yourself.** The stress of leadership mandates “lighter moments.”
- **Look Upon Leadership as Differing from Management.** Respect leadership as being communication grounded, focusing on people. View management as being control grounded, focusing on event.
- **Love to Learn.** Honor learning as choice not chore, opportunity not obligation.
- **Lean on Your Focus.** Pinpoint focus-loss as Concentration Collapse, Determination Dwindling, and Thought Tyranny. Utilize the “What? Why? How?” model as a method for creating and sustaining focus.
- **Live Like a Leader.** Claim the inventory that equals the ownership of your life. Live each moment with a full-force throttle for leading. Each day give yourself the “influence test”--”Am I influencing in a manner that is consistent with my core values?”

## Leadership: This Much I Know...

- Tradition has become the enemy of leadership.
- A leadership model that is grounded in control, event, and imposition is a flawed model.
- When leadership is nothing more than “Gotcha,” morale plummets.
- Leadership is not an elitist club, it is an all embracing culture.
- Leadership has more to do with labor than label.
- Polarization, an “us versus them” mentality, is problematic.
- Leadership is anchored by influence; there is within each of us a leader to claim and polish.
- United by influence, Career-Development and Leadership-Development travel together.
- Supervisors supervise more than tasks; leadership is not the same thing as management.
- Supervisors are responsible for “servicing” the journey of those they supervise.
- Supervisors ask questions. “Where do you want to go? How can I help you get there?”
- Contemporary leadership models are limited at both substance and duration.
- Leaders must think of themselves as practitioners...as in “The Practitioner Model.”
- Lawyers practice law, doctors practice medicine, leaders practice leadership.
- Practice will never make for perfect; practice will make for better.
- Leadership transcends blame-shifting and embraces both responsibility and accountability.
- Leading others without leading the self is illusion: “You cannot give what you do not have.”
- Leaders ponder the questions they ask as much as the answers they seek.
- Leaders limit use of first person pronouns.
- Leaders refuse to fuel gossip.
- Where leaders cannot be followers, there is little more than form minus force.
- “Do, Drop, or Delegate” become three unique options for the leader.
- Leadership has less to do with implantation and more to do with the releasing who you are.