

TUESDAYS IN ALMONT

Nonprofit Networking Meetings for the Gunnison Valley “What Is Leadership Anyway?”

December 8, 2015

Presenter: Mark Ewing

Key Takeaways

Summarized by Maryo Ewell

There are 4 key elements in thinking about leadership – all are essential and interrelated. Every single person in an organization is called on to lead – it isn’t something for the president, director, committee chair or “someone else.” To understand leadership/your role, consider:

1. Who am I?

- Jim Collins (*Good to Great*) found that great leaders have in common – humility. They know their own talents & skills – and they know what they are NOT.
- Suggestion: Do a self-analysis – privately, but also with 2-3 honest friends – to assess:
 - What do I know/what can I do to help this group move ahead?
 - How can I do so in the role that I play in this group?
- In *The Art of Possibility*, Zander – a fine symphony conductor – realized that “I am the only member of the orchestra who doesn’t make a sound.” This led him to recognizing:
 - That the insight of any musician in the orchestra had the potential to change the sound of the orchestra and
 - The truth of “Rule #6:” – Don’t take yourself so seriously!
- If you believe that you really can help your organization achieve greatness, then roadblocks like money, people, time ... assume their correct proportion. What is the gift that you bring?

2. Who are we?

- The needs of groups change as they grow and mature. Every group must ask – whom do we need now? Whom don’t we need now?
- You need to constantly assess your role: is what you have brought to the organization something that isn’t needed now? Do you have the courage to act, if so? That in itself is powerful in helping the group move forward.
- “You are an organism – not an organization.” There is a constant need for fresh thinking.

3. Where are we going?

- Is our shared mission clear? Our vision?
- Has it changed as the needs of the community have changed and as we have created success?
- “Getting there isn’t the point – being in the here and now is.”
- Are we asking “what if?” Are we staying fresh?

4. Know when your work is done...

- Both as a board: “have we achieved what we set out to achieve? Are we still needed”...
- And as an individual: “Have I done what I can do? Am I holding this group back?”

Think “HUMBLESHP” in lieu of “leadership”

Get the entire board and staff to read Zander, *The Art of Possibility*. CFGV has a copy or – there are used copies on Amazon.com for \$.01/used (YES you read that right) up to \$8.98 paperback/new.