

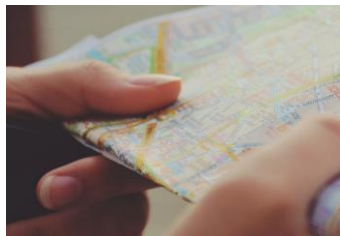


Manifesting  
Corporate Wisdom



## *Leaving Your Leadership Legacy*

Get clear on your leadership legacy  
Start with the end in mind.



Close your leadership legacy gap  
Create your map.



Make it happen  
Know the way.



*'leave your leadership legacy  
awesomeness with others'*



*'As you look ahead into the next century, your leadership  
legacy will empower others even when your gone.'*



## **Leadership Legacy**

Leaders either lead innately or have learned to lead through education and experience; both with followership based on trust and wisdom. Followers who are lead to the espoused desired and articulated future, with hope that, a little bit of 'that leadership awesomeness thing' might rub off.

Those who are interested in leadership are well read; possibly subscribe to such organisations as HBR, Forbes or The Economist; know about McKinsey research; usually have LinkedIn, Twitter and professional Facebook accounts; and possibly are members of liked minded leadership associations...all the while learning about current leadership trends; what it takes to influence others in a changing global environment, including, the 'new' millennials; whilst continuing to succeed as a leader in their chosen field.

## **Leadership Defined**

There are many definitions over the years by 'the greats'.

Peter Drucker: "The only definition of a leader is someone who has followers."

Bill Gates: "As we look ahead into the next century, leaders will be those who empower others."

Others:

"Leadership is a process to direct, guide and influence the behaviour and work of others towards accomplishment of specific goals in a given situation."

"Leadership is the human factor which binds a group together and motivates towards goals."

Then there is the conversation everyone has ...the difference between management and leadership; and managers and leaders.



## Semi-Confusing Tidbits

Some semi confusing tidbits about managing and leading include...

“Leadership and managership are one and the same” is an incorrect statement.

Leadership doesn't require any managerial position to act as a leader. On the other hand, a manager can be a true manager only if he/she has got the traits of leader in him/her.

By virtue of the position, a manager has to provide leadership to his/her group. A manager has to perform all five functions to achieve goals, i.e., Planning, Organising, Staffing, Directing, and Controlling. Leadership is a part of these functions.

Leadership as a general term is not related to managership. A person can be a leader by virtue of qualities in him/her. For example: leader of a club, class, welfare association, social organisation; therefore, it is true to say that, “All managers are leaders, but all leaders are not managers.”

A leader is one who influences the behaviour and work of others in group efforts towards achievement of specified goals in a given situation.

On the other hand, a manager can be a true manager only if he has got traits of leader in him. Managers at all levels are expected to be the leaders of work groups so that subordinates willingly carry instructions and accept their guidance. A person can be a leader by virtue of all qualities within.

Organisations and projects which are over managed and under-led do not perform as a benchmark. Both leadership and management are essential for individual as well as organisational and project success.

We do inherently know though, both leadership and management are essential for individual as well as organisational and project success.

In this context; 'success' is the achievement of anything anyone consciously chooses to set out to accomplish; in a self-empowering self-leadership way.



In this leadership context; followers successfully achieve, by virtue of their followship; their willingness; their self-assured empowerment; and their desire to accomplish established goals.

### **So What's Next?**

Your leadership legacy is what you leave with your followers; even when you are gone. Your followers develop a consistency or pattern of 'doing or being' as a result of your leadership. An example is, Jack Welch, former CEO of General Electric (GE), bestowed upon his employees one question to always keep in mind when making decisions:

“Will what I'm doing right now result in a win for the company?”

As a result, he took GE from \$13 billion in 1981 to \$480 billion in 2000 – an achievement still talked about.

### **Developing Your Leadership Legacy**

It is said that to 'follow one's dream is to transcend anything that is regular.'

This means, your leader legacy transforms others. It is a new awareness that comes from within the follower; a willingness; and sometimes unconscious mastery if practiced often; so they constantly move beyond the norm, to create profound significance in their own lives, even in your absence.

### **Start Now**

The following model represents the process and steps to guide you to **Understand** and **Uncover** your leadership legacy; as well as **Formulate** the conscious plan to gift your leadership mastery to others.





These next four steps will get you started in your quest for your personal leadership legacy, with a few tips to along the way. The steps are;

1. Get clear on your leadership legacy
2. Close your leadership legacy gap
3. Decide you very next steps to start to make it happen
4. Practice, evolve and morph your new leadership legacy

### **Get Clear On Your Leadership Legacy**

Starting with the end in mind; “What is your leadership legacy you want to leave your followers, when you are gone?”

A tip: It can be helpful to use the following visualisation exercise:

Imagine you are gone from your current leadership environment, and your followers are ‘doing and being’ as a result of your leadership. Ask yourself, “what are they doing, saying and feeling? How are they making a difference because of you?”





In essence, what are you leaving behind with your followers, so they have that little bit of your leadership awesomeness 'thing'?

### **Close Your Leadership Legacy Gap**

The next step is to close the gap between your current leadership legacy and your desired leadership legacy?

If you want to get creative, use a mind map or draw a future, current and gap closing action leadership legacy picture. Get colourful using texters or crayons.



If you prefer lists, do up a table with leadership legacy future, current and gap closing actions columns.

### **Decide You Very Next Steps To Start To Make It Happen**

It is important to decide the very next steps you will take; and take them; put them into action; do it; start it; keep doing it. It may be, for example, the way you interact or present yourself. It may be a question you ask; a way solve a particular problem or how you make particular decisions.

### **Practice, Evolve And Morph Your New Leadership Legacy**

Whilst you are doing it, take note of the actions and reactions of others; even your own. This will help you to tweak your leadership legacy over time and create consistency for others to follow; and they can gather that bit of your leadership legacy awesomeness.

If you are interested in developing your leadership legacy further, get in touch today.

Manifest Your Corporate Wisdom  
Today

