

proteuslife

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Exceptional is the NEW Black!

by Des Penny

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Finding Your Perfect Match

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Non-Negotiable Laws of

by Dr Kevin Berchelmann

LEADERSHIP



Leadership Law #1: **Never delay a decision that must be made**

Make your decision and move on. You may have to immediately make another decision. This doesn't mean your first one was wrong. It merely means that your second one had the benefit of additional knowledge.

Leadership Law #2: **When you want something specific done, say so specifically, using clear, plain language**

Employees generally have some difficulty doing their basic jobs. Adding "mind-reading" to their description is just plain unfair. Do not use hints, implications, or innuendos. Say what you want, and use plain English! Directness counts.

Leadership Law #3: **Never answer every employee's every question**

Questions are teaching moments - don't rob employees of the opportunity. But don't spend your whole time answering questions. When you always answer every employee's every question, you'll forever be answering your employee's

every question. This will leave you with no time to spend on areas that need your direct attention now. If employees are asking because they're stupid, get rid of them. If they are decent employees asking because they do not know, then teach them. They'll know next time, and you'll both be better for it.

Leadership Law #4: **Make your expectations clear, then back up a bit and give employees room to do their job**

That doesn't mean to never look back. To inspect what you expect isn't micromanagement. It's good management. Even your top performers need clear expectations. Give them a target. Provide resources and guidance. Remove obstacles when necessary. Then let them do their job. But, don't forget to check back later, since you still have management responsibilities.

Leadership Law #5: **Employees need their managers to be leaders**

Your employees don't need a shoulder. They don't need a buddy, a sympatico, or

a commiserator. If you want a friend, buy a dog. We all struggle with this. Everyone wants to be liked, and it always seems difficult to decline a beer after work, or something similar. I'm not advocating a monk-like existence, disallowing any contact with your troops. I'm just merely reminding you that they would like to have a friend, but they need a leader if they are to be successful. You do want them to be successful, don't you?

Closing leadership thoughts

These leadership laws are fairly intuitive, and certainly not rocket science or brain surgery. They are simple management and leadership truths that have passed the test of time.

Print these out. Laminate it. Put it in your top desk drawer and don't forget them.

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Working at Proteus!

proteus
leadership
CENTRES
creating great leaders

As we continue to build an Exceptional Organisation that is truly making a difference in the lives of thousands of Australian Leaders every year, it is imperative that we have exceptional people within our organization.

Currently we are looking for experienced Business Builders who also have the ability to facilitate our

exceptional leadership programs.

If you would like to discuss how you can become a member of our exceptional team then please send an expression of interest with current resume to jobs@proteuscentre.com attention: Des Penny.

"You cannot do the right thing with the wrong people"
– John Lees

"But when you find the right people you can do anything"
– Des Penny