

The Facts About Leadership



A Few Myths Dispelled

Myth: In order to be a good leader one must first be a good follower.

Fact: Followership and leadership are different and require different skills and actions. While most leaders in organizations are followers themselves, they prefer to lead. There are numerous prolific examples of leaders who were poor followers. George Patton, Douglas MacArthur, Larry Ellison of Oracle, and even the mythological Achilles are among them. What is required of leaders is not great followership but an understanding of what followers need, expect, and want from their leaders. Without it, leaders fail.

Myth: Bad followers are just that, bad.

Fact: Whenever a follower is termed "bad," it's likely a result of a leadership failure. The salient question is: To what extent has leadership contributed to the failure?

Myth: Money is the prime consideration of employees when they consider staying with their current employer.

Fact: Money ranks fifth out of ten possibilities when employees consider what they say drives their decisions to remain with their current organizations. Above money, employees rank full appreciation for work, feeling "in" on things, help on personal problems, and job security higher than money.