

MODULE 2 | SESSION 9

Leading from the Middle More Effectively - Part 3

At its core leadership involves change. If there is no change there is no leadership. ~ Michael Nichols

What do you do when serve or serve with a poor leader?

Tip #6 - How to Deal with Poor Leadership

1. Know your _____. There is no substitute for knowing what you were born to do and doing it.
2. Surround yourself with positive, talented _____. Positive, talented people appreciate your leadership and influence in their lives. Your experiences with them are energizing rather than draining.
3. Never _____ the leader. Criticism and complaints usually derail any hope of progress in the relationship – and they often come back around to bite you.
4. Focus on _____. Make a conscious decision to begin thinking about them with genuine gratitude. Focus on things that you can appreciate about them.

4 Things You Can Learn from Poor Leader...

1. Follow _____.
2. Care for your _____.
3. Value _____.
4. Give it time.

Understand Legacy Leadership:

1. Can help you know how to effectively work with an unmotivated legacy leader, and
2. Will help you be more aware of the challenge of legacy leadership as you approach the twilight of your career.

Longevity is not leadership. Leadership is leadership. And longevity is longevity.

2 things you can learn about legacy leadership...

1. **Self-preservation.** Self-preservation is a fatally flawed foundation for leadership. At its core leadership involves change. If there is no change there is no leadership. And those leading change embrace the fact that their position will often be in jeopardy.

Those not leading change are not leading. Longevity does not equal leadership. If you've been leading long, you've likely figured this out.

2. **Short-term roles.** Short-term leadership stints are a necessary part of organizational leadership. These unintended interim roles are inherently valuable and can include...
 - Launching an organization or initiative
 - Introducing new vision
 - Facilitating health and growth
 - Guiding through transition
 - Leading through challenging times
 - Rebuilding and restructuring

