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Building and Sustaining High Performing Companies



A Message from
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Leadership That Respects and Benefits From Divergent Thinking

I was reading about the most tragic international mistakes made by Presidents (Republican and Democratic) over the past 60 years and it made me think about the lessons we can learn from their mistakes. Here are some thoughts that I trust will be helpful.

Today, more than ever your role as a leader is incredibly complex and important. You are being challenged to be creative, nimble, empathetic, and resourceful during a pandemic, economic downturn, and social unrest. Yesterday's approaches must be modified to respond to today's extraordinary challenges.

Here are 10 tips to enhance your leadership in these challenging times:

- ❖ Be curious. Take time to work on your business not just in your business.
- ❖ Surround yourself with people who have the courage to tell you what you need to hear, not only what you want to hear
- ❖ Encourage and listen to opinions that are contrary to your own
- ❖ Respect and embrace divergent thoughts and positions
- ❖ Don't seek only those views that support your narrative
- ❖ Never fear information, rather seek a full range of ideas
- ❖ Create a culture of exploration, imaginative thinking, and agility
- ❖ Be willing to tolerate discomfort
- ❖ Be committed to constant learning and professional growth
- ❖ Give people a reason to follow you

The most significant mistakes leaders make are when they ignore these tips, holding on to beliefs that are no longer working and only listening to people with views similar to their own.

Today more than ever, we must tolerate discomfort, actively listen, and form our opinions, utilizing Participatory Management, to rally stakeholders around our vision and decisions. It is a time for a shift away from leadership by decree to one that inspires through respect, encouragement, and support.

As always, I welcome your feedback.

PHL HP Consulting Group looks forward to supporting our clients and partners in building and sustaining enduring organizational excellence and transformative leadership.

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