

OBSTACLES TO BECOMING A FOCUSED LEADER - PART 1 by Ms. Marlene Legasi-Munar

Today on Protips let me share with you two of the best kept secrets of leadership. Siyempre hindi na siya magiging secret dahil ibabahagi ko na sa inyo at naibahagi na rin ito ni Andy Stanley sa kanyan aklat, “The Next Generation Leader: Five Essentials For Those Who Will Shape The Future.” From the studies done by Andy Stanley, he observed that effective leaders do two things: First, the less you do, the more you accomplish. Iyan daw iyong isa sa mga secrets of good leadership. Doing more with less. Ang pangalawang secret of effective leadership – the less you do, the more enable others to accomplish.” Sigurado akong hindi naman bago sa inyong pandinig ang mga principles na ito. Maybe you have heard it a thousand times. Siguro sa inyong mga meetings o speech nagamit niyo na rin ito, doing more with less. But the big question is are we actually practicing it? Are we really doing less in order to accomplish more? The sad reality is maraming mga leaders takot na walang gawin dahil sa palagay nila keeping themselves busy is the measure of being an effective leader. Pero hindi po ganon. Why are there leaders who still choose to do everything by themselves instead of just focusing on their core competencies. Kailangan matuto tayong maidistinguish ano ba talaga yung mga bagay na tayo lang ang pwedeng gumawa. We should only do what only we could do. Otherwise kung pwede namang gawin iyan ng iba dapat idinedelegate na natin ito. Here are some reasons kung bakit ang ilang mga leaders takot pa rin na ibigay sa iba ang mga bagay na hindi naman talaga dapat na sila ay gumagawa. Five reasons shared by Andy Stanley.

1. The quest for balance. Hindi ba maganda naman na maging balanse ang buhay natin. But let us look at the reason given by Andy Stanley kung bakit ang pagiging jack-of-all-trades ay hindi para sa lahat. Ang sabi niya, “The first thing that sometimes keeps next generation leaders from playing to their strengths or focusing on their strengths is that the idea of being a balance or well-rounded leader looks good on paper and sounds compelling coming from behind a lectern, but in reality it is an unworthy endeavor. Kung babasahin natin ang mga biographies ng maraming achievers in different arenas of life, we will find out over and over that these were not well-rounded leaders. Meaning, they cannot do everything, they were men and women of focus. Organizationally, the balance is accomplished or attained if we lead as teams dahil yung mga team members, yung team leadership may iba’t-ibang strength at may iba’t-ibang focus. Marami sa atin we want to be a well-rounded person. There is nothing wrong about that but just imagine yung energy, yung oras na ginugugol natin to be a well-rounded person, to be competent in everything na medyo next to impossible dahil limitado nga ang ating oras at ang ating lakas. It is good to identify where we are rally good at. Identify our core competencies. Focus on the things that only we can do and to minimize our strengths, let us get people into our team who have the competence that we need to accomplish the objectives of our team or our company.
2. They have yet to distinguish between authority and competency. Every leader has authority over arenas in which he has little or no competence. Halimbawa, leader ka ng inyong organization. Hindi ka naman ganon kacompetent pag dating sa computers. Does that lessen you authority as a leader. Hindi. Every leader has authority over arenas in which he or she has no or little competence. When we exert our authority in an area where we lack competence, we can derail projects and demotivate those who have the skills we lack. Ibig lamang sabhin huwag nating ipwersa ang gusto natin sa mga bagay na hindi naman tayo competent. We do not need to be competent in everything in order to become a good leader. What we need to do is identify competent people to work for us and to work with us.

Be a blessing in the workplace today.