

OBSTACLES TO BECOMING A FOCUSED LEADER - PART 2 by Ms. Marlene Legasi-Munar

Kahapon sinimulan nating pag-usapan ang mga kadahilanan kung bakit ilan sa mga leaders ay hirap magfocus sa kanilang core competencies. Maraming beses na nating narinig ang kasabihang “we can do more with less.” Sa kasaysayan kung titignan natin ang buhay ng iba’t-ibang naging matagumpay na leaders makikita natin there were men and women who were focused. Hindi yung jack-of-all-trades na lahat kayang gawin. Kadalasan ang mga nagiging matagumpay na mga leaders alam nila ang kanilang mga strengths, they focus on those strengths and to compensate for their weaknesses, they surround themselves with people who have the competencies that they need in order to accomplish the objectives. The first two reasons that we looked at yesterday kung bakit marami ang mga leaders na hirap pa ring iadopt yung principle of being a focused leader:

1. **The quest for balance.** On paper, it looks good and it sounds compelling to be a well-rounded leader but in reality it is something that is really very hard if not impossible to accomplish. All of us we want to become well-rounded individuals and in doing that we are actually sacrificing our strengths.
2. **The failure to distinguish between authority and competence.** Marami sa atin ang iniisip natin we only gain the authority if we are competent at something - not necessarily so. Ang ating authority bilang isang leader nariyan pa rin kahit hindi tayo competent sa lahat ng bagay. As long as we know where we are good at and we focus on the things that only we can do.
3. **The inability to distinguish between competencies and noncompetencies.** Leaders who are successful in one arena often assume competency in arenas where in fact they have none. Ang nagiging resulta, they miss the opportunities to leverage their strengths. Ito ang obserbasyon ni Andy Stanley at ibinahagi nga niya sa kanyang aklat na The Next Generation Leaders. Successful leaders tend to assume that their core competencies are broader than they actually are and worse the more successful a leader is, the less likely it is that anyone will bring this unpleasant fact to his attention. Hindi ba ganun nga naman. Kapag leader iniisip niya at iniisip din ng iba na mahusay siya talaga kahit naman sa ibang areas ay hindi naman siya ganoon kacompetent and the more successful a leader is mas kakaonti ang tao na magdadare na sabihin sa kanya, “Sir, ma’am medyo hindi po yata iyan ang inyong cup of tea.” Leaders who are not in touch with their own weaknesses feel that they are as good as anybody else in their organization at anything that pertains to leadership. Dahil sa ganung kaisipan, they are not able to work on their weaknesses at kapag nagpatuloy ang ganitong pag-aakala kahit iyong kanilang mga strengths mababawasan o mamiminimize din. Inability to distinguish between competencies and noncompetencies.
4. **Guilt.** Some leaders do not play only to their strengths because they feel guilty delegating their weaknesses.
5. **The unwillingness to develop other leaders.** Kahit papano totoo iyong kasabihang if you want it done right, do it yourself. Kadalasan naman mas madali nga na meron kang gusting ipagawa, hindi kayang gawin nung iyong tauhan kaya ikaw na mismo ang gagawa. It is sometimes easier and less time consuming to do things yourself than to train someone else but leadership is not always about getting things done right. Leadership is about getting things done through other people. Leaders miss opportunities to play to their strengths because they have not figured out that great leaders work through other leaders.

Be a blessing in the workplace today.