

Earning Leadership

By Larry Keating

For the past month I have sat in a cubicle working with an executive search firm. While executing my daily responsibilities I have observed peoples' leadership behaviors.

Everyday I see innumerable opportunities for leadership at all levels, in all interactions, in all situations. As expected, I have witnessed both good and bad. The only difference between good and bad leadership is the way it looks and feels.

Good leadership looks and feels flawless and results in much success and happiness. It is replete with capability, integrity, and dependability, is in the best interest of the other person (i.e., the four pillars of trust), and aligned with the firm's vision. In all cases, the leader delineates clear objectives, demands total participation, inspires creativity, and encourages behavior aligned toward the objectives.

On the other hand, bad leadership looks and feels awkward and results in no success and lots of unhappiness. As you might surmise, each instance is devoid of good leadership behaviors necessary for success.

I marvel at the folks who just "show up" and expect to succeed at leadership.

Despite being well intentioned, they often fall short of the mark because of insufficient passion, education, and practice. Leadership is not something that we are born with; hence, it has very little, and arguably nothing, to do with nature. It is about nurture! Each of us has the opportunity to exercise leadership; it is up to us to spot it, educate ourselves on the finer points, and then practice what we learned before showing up.

In a previous article, I wrote about **PASSION + EDUCATION + PRACTICE = SUCCESS**. There is much to be gained from following this formula when developing leadership capabilities. Carefully and consistently focus your attention on each part, and the sum total will net you instant and continual leadership **SUCCESS**.

Lawrence Keating, entrepreneur and leadership coach, founded Corpath Inc. in 1996 on the sole vision to help business leaders align their behaviors with their intentions. Corpath has successfully collaborated with companies, from Fortune 100 to sole proprietorships, to raise their human capital performance and bottom line.