

THE LEADER AS ARCHITECT OF EXCELLENCE IN THE ENTERPRISE

We can judge ourselves (and force others to also judge us) on a different measure: not by what we do, but for what reason we do it. No matter what the work we do is, it can be done better with heart and spirit.

Gilbert W. Fairholm



**Not everything that can be counted
counts, and not everything that
counts can be counted.**

Albert Einstein



Philosophy on leadership

1. Everything rises and falls on leadership
2. Leadership = holistic influence
3. Leadership = serving others
4. Leadership = 3 dimensional



Good character is more to be praised than outstanding talent. Most talents are, to some extent, a gift. Good character, by contrast, is not given to us. We have to build it, piece by piece - by thought, choice, courage, and determination.

Jackson Brown



**Nearly all men can stand
adversity, but if you want to test
a man's character, give him
power.**

Abraham Lincoln



**He who learns to ride a tiger
must also learn how to
dismount it, lest he ends up in
its stomach.**

Chinese saying



What society values

Happiness

Success

Technical competence

Don't aim at success - the more you aim at it and make it a target, the more you are going to miss it. For success, like happiness, cannot be pursued; it must ensue – Viktor Fankl

Try not to become a man of success but rather try to become a man of value – Albert Einstein



**It has become appallingly obvious that
our technology has exceeded our
humanity.**

Albert Einstein

**If we continue to develop our
technology without wisdom or
prudence, our servant may prove to be
our executioner.**

Omar N. Bradley

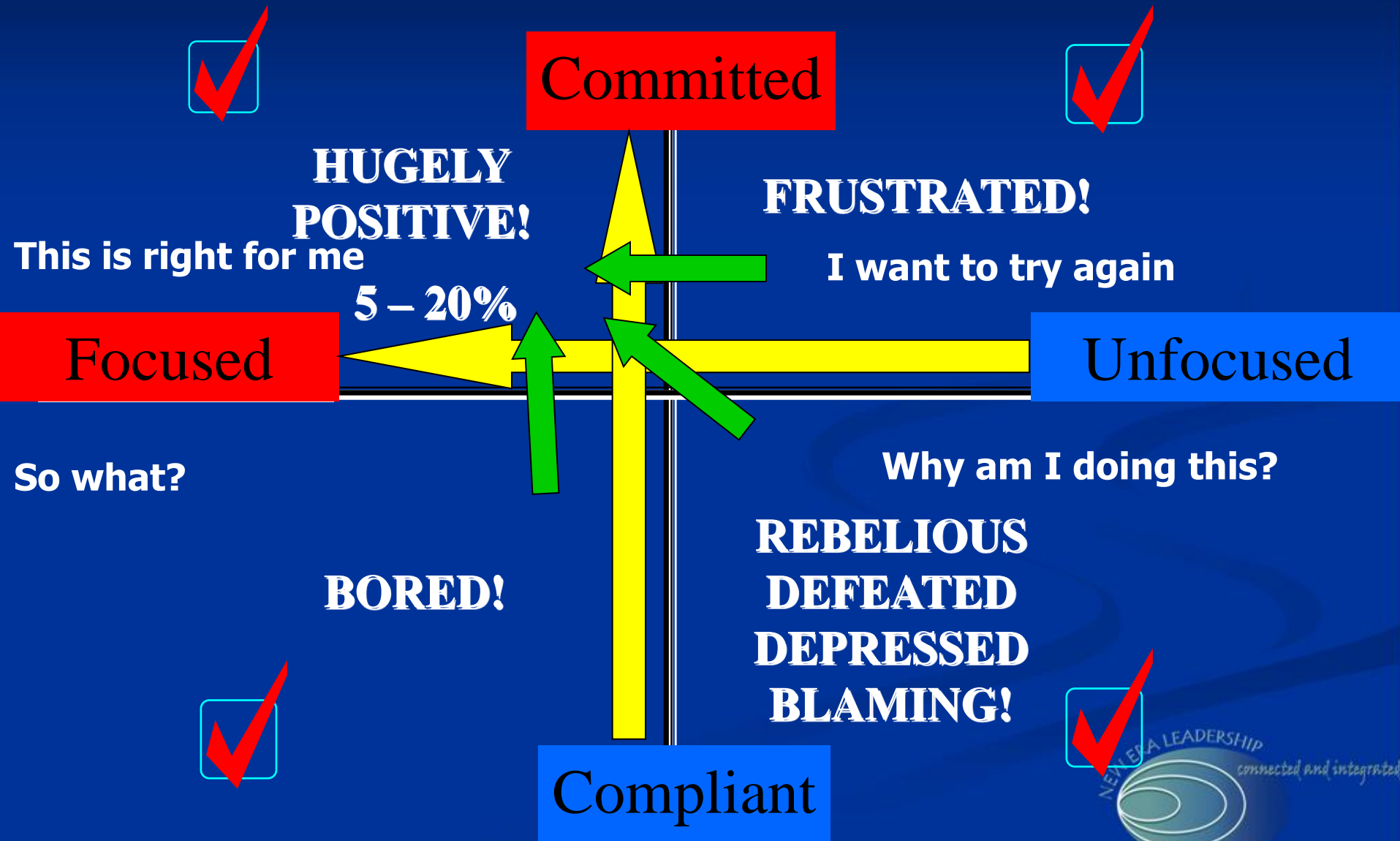


Excellence is an art won by training and habituation. We do not act rightly because we have virtue or excellence, but rather we have those because we have acted rightly. We are what we repeatedly do. Excellence, then, is not an act but a habit - Aristotle

It is a wretched taste to be gratified with mediocrity when the excellent lies before us - Isaac D'Israeli



UNLOCKING THE POTENTIAL OF AN ORGANISATION



DIFFERENTIATING LEADERSHIP AND MANAGEMENT

Person	Position
Leadership	Management
Vision	Control
Strategy	Organise
Motivate	Administer
Inspire	Coordinate
Discipline	Plan
Example	Structure, procedures, processes
Flexibility; Innovation; Change; Diversity; Effectiveness	Stability; Predictability; Uniformity; Efficiency



DIFFERENTIATING LEADERSHIP AND MANAGEMENT

**EQ
and
SQ**

<u>Leadership</u>	<u>Management</u>
People	Processes
Feelings	Facts
Heart	Head
Persuasion Power	Positional Power
Commitment	Control
Possibility thinking	Problem solving
Proactive	Reactive
Doing the right things	Doing things right
Values	Rules
Vision	Goals
Innovation	Standardization
Stoke fire within	Stoke fire under

IQ



DIFFERENTIATING LEADERSHIP AND MANAGEMENT

LEADERSHIP IS OF THE **SPIRIT**

COMPOUNDED OF **PERSONALITY AND VISION**

ITS PRACTICE IS AN **ART**

MANAGEMENT IS OF THE **MIND**

MORE A MATTER OF ACCURATE CALCULATION

OF STATISTICS OF METHODS

TIMETABLES AND ROUTINES

ITS PRACTICE IS A **SCIENCE**

MANAGERS ARE **NECESSARY**

LEADERS ARE **ESSENTIAL**

JOHN ADAIR



**LEADERSHIP IS TO EXERCISE
THE HOLISTIC INFLUENCE TO
TAKE AN ORGANISATION OR
DIVISION FROM WHERE IT IS
TO WHERE IT HAS THE
POTENTIAL TO BE**

INFLUENCE

POTENTIAL

**CHANGE
/GROWTH**

Influencer

Visionary, Inspirer

Change agent

1. VISION AND DIRECTION

*Future and strategic orientation
(show me our destination)*

2. MODELING

*Personal growth orientation
(model excellence to me)*

CHARACTER, INTEGRITY,
COURAGE AND PERSONAL
MASTERY

3. CREATING A GROWTH ENVIRONMENT

*Team and cultural orientation
(believe in me/us and engage with me/us)*

CARE, INSPIRATION, DISCIPLINE
AND WISDOM



CREATE AN ENVIRONMENT FOR GROWTH

CARE

FEEL

INSPIRATION

ASPIRE

WISDOM

LEARN

DISCIPLINE

TRUST

**Never forget that only dead fish
swim with the stream.**

Malcolm Muggeridge

**Always drink upstream from the
herd.**

Will Rogers



40 PAGES OF TOP JOBS TODAY **Workplaces**

The Star Bevoelingskrant

Robbers die in ambush
Waiting police foil gang in bloody shootout

94 000 a foot of your support

Give us yours to save people money every day

PRETORIA NEWS

Flying Squad missing 80% of cars

Swamped garage claims police don't know how to handle it

COLLECT & DELIVER

Another SAA crew held in U.K. drug bust

Niehaus' unpaid R90 000 island holiday

GO ON QUALITY PIZZA GET ANY 2 LARGE PIZZAS R75

Sunday Times

I WAS CRAZY WITH LOVE André Brink on the woman who drove him to distraction

HOW MANY CHANGES? Tyla dishes out gongs - and a lot of diet

'Shame, the old man doesn't deserve this kind of nonsense'

ANC risked Madiba's health by parading him at Zuma rally

Wants Madiba to be 'left alone' into a political history

Weeks 2009 bepalings, uitlaas en 7 2009 se Super 14-

Wants Madiba to be 'left alone' into a political history

THE MERCURY Woodford

GET A HEAD START

Broke Niehaus paid lobolo

Save For The Big Day

Harbour site centre of lease dispute

Added value in your Memory

WOODFORD

Unbeatable Online Woodford

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BR

MEC fears 'youthful' job losses in the Western Cape

New Malans' guard with 200 given police

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SPECIAL LIFE

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CAPE TIMES

CAPTAIN MATVEL: STREIT TOE IN OUR BEST EVER ACTION HERO BATTLE!

Cope in crisis as Boesak says no

Runway fire sweeps over mountain to edge of Grabouw

SALE

BR

MEC fears 'youthful' job losses in the Western Cape

New Malans' guard with 200 given police

Click n Buy

DISCOUNT

SALE

SPECIAL LIFE

Beeld

Jou wêreld, Jou koerant

Die opdrag was: Gaan oor die VV-instituut

25/02/2009 07:07 - (SA)

HOOFSTORIE

Taximan vas ná paddoed

'Ek hoop hy bly vir ewig agter trales,' het 'n vrou van Pretoria gesê toe sy hoor dat die man in hegtenis geneem is wat na bewering vir haar dogter se dood verantwoordelik was.

- [Kyk na foto's](#)
- 'Bernadine is by Jesus'
- 'Ek is baie trots op jou, my man'
- 'Dis moord, nie strafbare manslag'
- Taxi toet, ry land dood

SUID-AFRIKA

Oud-Bul se skoonpa opgespoor

Die skoonpa van die voormalige Oud-Bul-heidsagter Johan Roets is opgespoor nadat hy 20 dae gelede spoorloos verdwyn het.

SUID-AFRIKA

Pa wat 7 glo skiet 'toon geen berou'

'Ek gaan betoog dat u nie verantwoordelikheid wil aanvaar vir u dae nie. U toon ook geen berou nie.'

SUID-AFRIKA

Polisie vaar deur oor 147

DRANKBOTTELS OP BOOT GEKRY

Polisielede haal die Paralimpiese ster Oscar Pistorius se boot uit die Vaalwater. Foto's Felix Dlangamandla [Lees die volledige berig.](#)

74 honde verwyder

Wetnose het 74 honde wat 90 in haglike toestande aangehou is, verwyder van 'n relery in Pretoria.

ANDER STORIES

- Schalk 'n Simson vir Blues
- 'Enstotwive lei nie tot outisme'

MOTIVATION AND INSPIRATION

Motivation

More external

More short-lived

More ego

More performance

More push

Less powerful ; smaller

Managers use fear and reason
to motivate

Inspiration

More internal

More lasting

More soul

More passion

More pull

More powerful ; bigger

Leaders use love and passion
to inspire

Adversity introduces a man to himself

Anonymous

**I shall be telling this with a sigh
somewhere ages and ages hence: Two
roads diverged in a wood, and I - I took
the one less travelled by, and that has
made all the difference**

Robert Frost



Key questions a leader need to ask

- **Do I really want to grow as a leader?**
- **Can I commit to the discipline of reflecting on my leadership? Daily, weekly, monthly?**
- **Do I have a vision of the destination of my leadership efforts?**
- **Do I know my weaknesses and strengths?**



Key questions a leader need to ask

- **Do I know in which areas I need to build my character/courage?**
- **Do I believe in the dignity and potential of the people I depend on to help me make my vision come true?**
- **Am I prepared to engage with team members one-on-one with the intention of listening to their concerns, feelings and dreams?**

Key questions a leader need to ask

- **Am I inspired and motivated enough to inspire others through my words and actions?**
- **Will I ensure the necessary group processes whereby everyone can contribute and get the benefit of our collective wisdom?**
- **Do I have a vision of what my organisation need to be and how I can contribute to it?**

***Leaders touch a heart before
they ask for a hand***

John Maxwell

www.neweraleadership.co.za

