

## Winning Teams with Winning Leaders

- Winning organizations have winning leaders who possess positive surges of energy, and who often work longer, harder and more effectively than non-winners. They are often seen as people who sacrifice their personal lives to be successful.
- However, these leaders do not see their commitment to work as a sacrifice but instead view it as “want to” rather than “have to”. This makes work more rewarding and fun for them.
- Winning leaders have self-confidence, which drives their enthusiasm and energy for mundane work. Energy exuded by winning leaders is infectious.
- Winning leaders energize the people who work with them.
- A winning leader use the following methods and resources to create the energy in others:
  - Personal face-to-face interaction to inspire confidence and determination in others.
  - Designing processes to encourage independent action.
  - Eliminating bureaucracies and time-wasting activities.
- The most important task for winning leader is to transform negative energy into positive energy.
- Winning leaders are dedicated leaders who are capable of touching the hearts of people and evoking energy in them to pursue the same goals for the good of the organization.
- 5 specific conditions that must exist in order for successful and energizing transitions to take place:

- A sense of urgency that is clear and tangible to everyone in the organization.
  - A mission that is inspiring and clearly worth achieving.
  - Goals that stretch people's abilities.
  - A spirit of teamwork – a sense that “we're all in this together”.
  - Realistic expectation that the team members can meet the goals.
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- Another essential characteristic of winning organization is sustainability. Winning teams do not only fulfill the desired goals today, but they also continually redesign those goals as circumstances change and go on to meet those new goals.
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- If the leader wants to be successful, he or she must develop others to be leaders.
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- It is not enough to have experience; leaders must draw appropriate lessons from their experience and then take their tacit knowledge and make it explicit to others. They need to be able to teach it to others.
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- Winning leaders are masters of transitions. They thrive on change. They personally draw energy from transitions and use transitions to create productive energy in others – one of their most powerful tools as leaders. They are comfortable with transitions because they understand them and know how to use them.
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- They may not have any formal theoretical framework but instinctively they create clean breaks with the past, inspire people with a vision of a worthwhile future and help them with the painful work of changing their mindsets and actions.

*(Adapted from Skilled Management Business Sunday Star, 6 June 2004)*