

# Lead, Follow, or Get Out of the Way!

By Lou Principe

The qualities of leadership are the same in all fields, the leader being the one who sets the highest example.

As a company tries to expand, what takes place is a fatal shift from leadership to management which marks the plateaus and failures of most companies.

Most C.E.O's are great leaders. They have mastered the art of self management.

Some managers however, are like safe ships in port. The nature of management is that they don't make waves, however battleships were made to fight. No one ever managed anyone into battle!

A leader has a passion for equality. We think of great generals like David and Alexander who shared their beans and water with their men, called them by name, marched along with them in the heat, slept out on the ground with them, and were first over the wall.

To the manager, on the other hand, the very idea of equality is repugnant and even counterproductive. Perks, promotion, and power are the name of the game. Awe and reverence for rank is everything.

We need to have more emphasis on teaching leadership. Currently, men who delight their superiors get the high command while the men who delight the lower ranks receive reprimands.

Leaders are movers and shakers, inventive, creative, original, unpredictable, and full of surprises that discomfort the enemy (the manager) in war and the main office in peace. The average manager is a safe, conservative, predictable, conforming organizational man.

Where would management be without the inflexible paper processing dress standards, attention to the proper social, political, and the vigilant watch over habits and attitudes that gratify the stockholders and satisfy security.

"If you love me," said the greatest of all leaders, "keep my commandments." "If you know what's good for you," says the manager, "you will keep my commandments and not make waves." That's why the rise of management normally marks the decline of profits.

Management does not hire or promote individuals who threaten their own positions, and so as the power of management spreads even wider, the quality deteriorates, if that

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is possible.

True leaders are inspiring because they are inspired, caught up in a higher purpose, devoid of personal ambition, idealistic, and incorruptible. There is necessarily some of the manager in every leader. Conversely, there should be some of the leader in every manager.

So vast is the discrepancy between management and leadership, that only a blind man would get them backwards, yet that is what we do.

Lou Principe