

LEADERSHIP VALUE

Good Leadership Powers Achievement, Poor Leadership Can End in Ruin.

Leadership is aspirational, inspirational and motivational. It is an attribute that can be felt from an individual, a group or an entire organization. As such, good leadership can move an organization forward and bad leadership can leave it to wallow in mediocrity or, even worse, regress.

Qualities of Leaders vs Manager

Leadership is more than management. A good manager, even a great manager, simply follows a path, leverages positive power and focuses on a goal. It's a basic means to an end. Leaders derive their influence power – and success – from their values, character traits, passion and personal power. It's a vital difference that affects nearly every aspect of a leader's relationship with individual followers and the organization as a whole.

 The Leader leads from the heart	<ul style="list-style-type: none"> Visionary Passionate Creative Flexible Inspiring Innovative Courageous Imaginative Experimental Initiates change 	 The Manager leads from the head	<ul style="list-style-type: none"> Rational Consulting Persistent Problem Solving Tough-minded Analytical Structured Deliberate Authoritative Stabilizing
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Leaders and Managers are both very similar and very different at the same time. For example, leaders ask “What and Why” while managers focus on the “How and When.” In a nutshell, a leader does the right things, while managers simply strive to do things right.

Average Organizational Impact of Poor Leadership.

Effective leadership builds achievement, self-worth and a desire among followers to be part of the overall organization and work to meet the leader's vision. Good leaders drive performance, loyalty and results. They move employees to achieve, do more than required, buy into the vision and derive satisfaction from achievements. Employees perform, improve skills, inspire others and grow along with the organization. The investment in their recruitment, training and development is returned many times over, as employees (followers) increase their individual and collective value.

Financial Costs	Proof Points
\$5,500 per employee leaving a company	<ul style="list-style-type: none"> > Employee turnover: \$5,500 per employee (Bartram, 2019) > 9%-32% of voluntary turnover is attributed to poor leadership (GBS Corporate Training, 2017).
7% of total annual sales	<ul style="list-style-type: none"> > Sales impact: Poor leadership costs companies as much as 7% of their total annual sales (GBS Corporate training, 2017; Witt, 2013).
\$126,000 per poor leader	<ul style="list-style-type: none"> > One poor leader can cost a company \$126,000 yearly due to low productivity, staff turnover and morale (GBS Corporate Training 2017).
\$1 Million for the average organization	<ul style="list-style-type: none"> > \$1 million cost to average organization due to declines in customer satisfaction, productivity and retention (Witt, 2013).

The negative impacts of poor leadership can drag an organization down in many ways. The most obvious effects are not meeting objectives, lackluster performance and results that are not what they could be. But the devastation of poor leadership is evident in dollars and cents.

Poor leadership is like a cancer that spreads throughout the operations and culture of an organization. Employees are uninspired. They do not understand or buy into corporate vision and objectives. It affects morale, performance and achievement.

KEVIN **MCGARRY**

mcgarryleadership.com