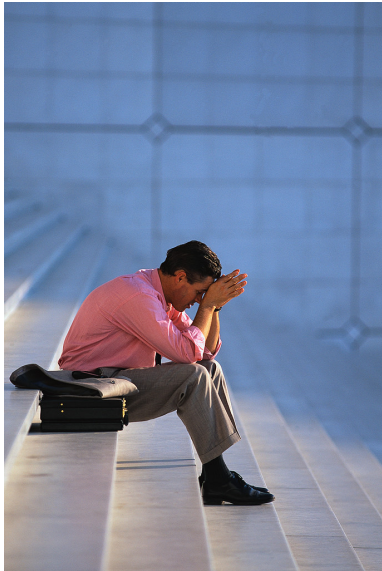


# Why Leaders Can't Lead

## *The 7 Reasons Leaders Fail and What Can be Done About It*



### **1. They Don't Know What They're Doing**

The majority of leaders are promoted into positions without any formal training. Leadership is one of the most challenging skills to develop and yet most learn on the job.

### **2. They Blame their Team**

When a leader blames his team for failure, it is a red flag that he is refusing to accept personal responsibility.

### **3. They Won't Admit they Need Help**

Although most leaders never received adequate training or mentoring, many have trouble admitting they need help.

### **4. They Refuse to Own Mistakes**

Many leaders still hang onto the old idea that mistakes are a sign of weakness. When they make mistakes, they won't publicly own up to it, or worse, they will try to shift the blame to others.

### **5. They Won't Accept Full Responsibility**

The father of American business teaching, Peter Drucker, once said that, "Every problem is a management problem." Effective leaders assume 200% responsibility—100% for themselves and 100% for the team they lead.

### **6. They Avoid Difficult Conversations or Situations**

This is one of the most prevalent and difficult challenges in any organization. No one enjoys unpleasant conversations or situations, but the problems get worse the longer they wait. Indeed, many problems are small at first, but grow exponentially because the leader fails to address it.

### **7. They Say Different Things to Different People**

This is the fastest way to destroy credibility and breed mistrust. Many leaders have a way of communicating different things to different groups of people. Leaders will say things to each other that they won't say to employees. Some leaders tell their bosses what they think they want to hear and then say something entirely different to their employees.



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# 7 Keys to Successful Leadership Development



## 1. Master the Fundamentals

All leaders, regardless of their experience, should continue to practice the fundamentals of excellent leadership. Whenever a professional sports team gets off track, the first thing they do is go back to the basics. Fundamentals such as hiring, terminating, coaching, evaluating or financial management can't be done too often.

## 2. Accept Responsibility

This is one of the most difficult, but essential qualities of a great leader. Taking complete ownership of their performance and the performance of their team.

## 3. Tell the Truth

There are no shortcuts or alternate ways to build personal integrity. The only way is through making truth-based decisions in all situations and with all people. There is no such thing as a half-truth. Either it's the truth, or it's not. Ultimately, people follow people they can trust.

## 4. Keep it Simple

Complexity is the greatest challenge to 21<sup>st</sup> Century Leadership. We have more data, more tools and more information than ever before. Leaders are expected to have a super human understanding of each person, their personality type and motivation triggers. Human needs, however, have not changed. All of us have basic needs to be appreciated, cared for and respected. If leaders stay focused on these needs and stay consistent—they can be more effective than all the personality measurement tools combined.

## 5. Imagination and Creativity

Ideas are the magic fuel that powers everything, but sadly, much of the brainpower that is available in organizations goes untapped. Great leaders create an environment where everyone feels comfortable sharing their thoughts and ideas.

## 6. Humility

A willingness to sincerely ask for help or admit mistakes is one of the most powerful qualities a leader, or a person, can have. In the landmark study, *Good to Great*, personal humility was one of the most essential attributes of a great leader.

## 7. Personal Concern for Employees

This is an intangible, but demonstrated personal concern for the welfare of the people you lead is perhaps the most important quality. If people feel that you genuinely care about them and have their best interests at heart, they will do almost anything for you.