

Lessons for Leaders

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Jennifer Epperson is writing a thesis for her doctorate:

"The ability of leaders to develop adaptability in team member with a longer employment history is vital for the successful operation of an organization throughout the entire cycle of change. It is incumbent on the manager to personally adapt, and then confidently communicate a strategy for change to team members. They spend time listening and addressing concerns.

David Miller writing in the Journal of Change Management says those who take on change on as a mission must cast a vision of what the future vision wants to achieve. A leader of change builds commitment and resolve for the strategy. Good leaders dialogs with staff to build buy-in among decision makers.

You can't do that by memo. You do that by being in the field, sharing the vision, persuading others to join the team, and building a leadership network for change.

Paul in Romans 12 says: "If you give encouraging guidance, be careful that you don't get bossy; if you're put in charge don't manipulate."