

## Representing Ideas in Leadership

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Although this is not my original text, it is one that represents a leadership style of a few managers in my organization. When I first heard the statement from a team member about a year ago, I laughed a deep belly laugh, and then I almost wanted to cry. How ironic and demoralizing it is! As I write about it here, it draws me to the description of the Opportunist in our second assignment (Leadership Tweets) as well as the description of a Leader at level 4, egocentric Stanley Gault at Rubbermaid -- a sincere tyrant -- in the article "Level 5 Leadership: The Triumph of Humility and Fierce Resolve" (Collins, p. 144). Although Leader 4 has all good intentions and are sincere in their efforts to run a successful organization, he insists on work being done his own way and on his timeline. He wishes to leapfrog everyone else and score personal wins, no matter who he steps on. There is quite a fierce resolve in Leader 4, yet fierce resolve also one of the necessary characteristics of Leader 5. However, Leader 4 tends to lack the personal humility and the modesty that Leader 5 exudes, and he tends to ignore the mirror, blaming others for his own shortcomings. Thus the creation of this sad but true satirical poster. Low morale/success/results? Watch out for a 'rambo in pinstripes'! (p. 142)