
CHAPTER 2

A QUICK TEMPERATURE CHECK

Business today has taken on many new dimensions. Our leaders are faced with more challenges, more choices, and more opportunities than ever before. Profit margins are shrinking, new markets are emerging, the workplace is changing, and competition is threatening even the largest corporations.

In the face of these many changes, the ability to develop fail-safe leadership throughout your organization is far and

away your most competitive advantage. As the most important single factor in determining success or failure in your organization, leadership is the foundation upon which you are able to create sustained success. As you may appreciate, it is one of the top issues that more and more organizations are evaluating.

Regardless of the current state of your business, then, it is imperative that you ask yourself the question, "Might the leadership in **my** company be failing?" A valuable tool to help you determine the answer to this question is the following checklist. The answer may be "yes" if one or more of these conditions are present in your organization:

- Excessive meetings
- Preponderance of consensus-driven decision making
(i.e. a cover-your-behind mentality)
- Lack of personal accountability
- Time consuming and/or meaningless performance evaluations
- Communication problems

- Difficulty terminating poor performers
- Misalignment/lack of coordinated effort
- Personality conflicts and/or power struggles
- Difficulty keeping employees motivated
- Unacceptable results
- Time management problems
- Reactive rather than proactive thinking
- Micro-management
- Can't-do attitudes
- Chronically sagging sales
- Unproductive teams and/or ineffective teamwork
- Duplication of effort
- High staff turnover
- Failure to achieve quality standards
- Fear of making decisions

PLEASE NOTE

If any of these conditions exist in your company, this does **not** mean that you, the reader, are an ineffective leader. It simply means that your company has leadership problems.