

# DYNAMIC LEADER

Vol. 3, No 9

Newsletter

September 2009



## THE RESPONSIBILITY OF LEADERSHIP

Success as a leader depends upon accepting responsibility for acting as a leader. To function effectively, you must make some decisions about your role with the organization, your priorities as a leader, and the values by which you live. You must know who you are, both personally and professionally. Without such self-knowledge, it is difficult to make good decisions and take action on them. Successful momentum grows out of a consistent positive attitude toward other people and how they should be treated.

Over the years, you have adopted a number of attitudes and behaviors that have become an important part of your sense of what is right – a system of values by which you live. These values seem so basic that you may subconsciously expect everyone to live and work by them just as you do. As a result, you may sometimes experience inner turmoil when situations appear to conflict with your values. As a leader it is important to guard against applying your values too rigidly and dealing to lightly with human problems.

### Characteristics Found in Highly Effective Leaders

***Establish rapport***

***Build positive relationships***

***Sensitive to differences***

***Strong people skills***

***Excellent communicators***

***Great listeners***

***Excellent use of time***

Setup objective guidelines, make realistic demands, and recognize both the power and authority of leadership as well as the needs and desires of team members.

For quality leadership, recognize the fact that other people have values that may differ from yours. You may not approve of their values, you may not understand or except them. But you must accept other people as valuable and recognize their right to hold personal values, and manage their activities to achieve their productivity needed to reach organizational goals.

---

**Dr. Alex Garcia**  
President/CEO  
Leadership Dynamics, LLC.

### **Benefits**

- *Achieve balance*
- *Learn to handled stress*
- *Become a better leader*
- *Overcome conflict*
- *Build better relationships*

### **Executive Coaching**

*Become a candidate for Executive Coaching services. Please contact Dr. Alex Garcia as your service provider to find out how you can receive the benefits of coaching for yourself.*

***ONLY TWO OPENINGS REMAINING***

# “Strengthen Your People Skills” Achieving Interpersonal Excellence

*A One or Two Day Seminar*

Organizations often pay a monumental price in lost productivity because of emotional disturbances and negative attitudes caused by damaged interpersonal relationships. A conflict between colleagues can impact not only productivity, but also sometime affect the morale of the other employees or the services provided to clients.

Those who understand and practice positive interpersonal skills contribute not only to the organization but also to their own personal career success. The relationships that individuals create and maintain with others at work can be viewed as treasures. They are the jewels of organizational and personal effectiveness. When relationships are healthy, open, fun and mutually rewarding, they can enrich the work place experience.

However, interpersonal human dealings are fragile and demand considerable attention. Even when they seem strong, they can never be taken for granted. Those who become skillful at creating and maintaining on-going positive relationships will enjoy more success at work and home.

## Some of what you will learn:

- How to Enhance Your Personal Power
- Analyzing Various Communication Styles
- How to Build Rapport With Anyone
- Surefire Techniques for Winning Over an Adversary
- How to Work With Difficult People
- How to Respond not React to Disagreement and Conflict
- Listening Skills
- How to Persuade and Influence Others
- How to Build Powerful Working Relationships
- Conflict Management

**Call 614-920-1323 to learn more about the Leadership Dynamics on-site training advantage.**

## PRESIDENT’S PIECE



Dr. Alex Garcia  
President/CEO

## PERSONAL VALUES & LEADERSHIP

We all have values that influence our behavior. However, many people have only a vague idea of what their values are or how their actions are influenced by those values. A values hierarchy may be so ill-defined that it conveniently reconfigures itself each time an ethics judgment is called for because people lack a strong commitment to their values.

Our ethics tend to flow from the core values by which we live, but these are not necessarily the values we profess. Some leaders who profess to place a high value on people treat their subordinates as if they were an inferior species, stupid, and irresponsible. Do these behaviors reflect a leaders value system? Probably do. Such leaders may see themselves as benevolent, but the term benevolent autocrat is an oxymoron. The long-term consequence of autocracy is not good. Autocrats tend to value achievement above all else. They are often so committed to achieving their objectives that people become consumable articles of commerce. High values without the condition of warmth or compassion do not produce ethical behavior.

**“The challenge of *leadership* is to be strong, but not rude; be kind, but not weak; be bold, but not a bully; be thoughtful, but not lazy; be humble, but not timid; be proud, but not arrogant; have humor, but without folly.”**