

The Authority of Exemplary Leaders and Exemplary Organizations



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What Is An Exemplary Leader?

An exemplary leader is one who is not only viewed highly by their own employees and those working under them in rank, but they are also ones whose organizations consistently outperform others.

How are these measured?

- By happy employees and happy/satisfied workers
- By the great revenues they have coming in
- By new products and services hitting the market in the right ways and at the right times
- By the testimonials of happy customers
- By having employees who actually enjoy their work and want to come to work

These Start With...

- 1) Picking up and retaining the right talent
- 2) Letting go of the wrong talent

1) Picking up and retaining the right talent

Having the right talent and the right people in an organization is absolutely vital to its success and to its bottom line

When we have the right people on-board, it means that those who are working there are really good at what they do and have the skills necessary to handle the challenges that come up

2) Letting go of the wrong talent

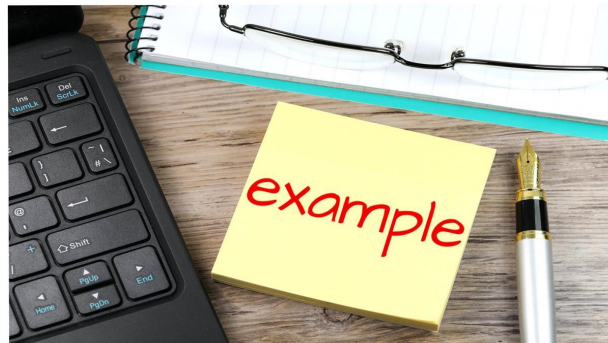
This is also really important. Not everyone is the right person for the job. Letting go of the talent happens when the company realizes that this is not the right person for this position and that this is not the right person to tackle the challenges that will inevitably come up.

When we realize that we don't have the right person for the job, we need to let them go in a way that is kind and respectful. It is not to say that this person is worthless or no good. It simply means they are not the right person for this particular position.

Giving the person fair heads-up and fair compensation until they find their next suitable position is part of letting go of the person respectfully.

Leading and Leadership

Leading and leadership are all about doing what is best for the organization, its people and its customers. No matter what type of organization we are talking about.



A Great Leader

A great leader understands that an organization has constantly-moving parts. All the time. And they are not only able to foresee those movements but they are also able to do what is best for the organization given its current climate and givens.

Exemplary means that those who are leading (whether a corporation, a church, a non-profit, etc.) understand all of the following:

- The market givens
- The market needs
- The market demands
- The talent they have at their disposal
- How to best utilize the talent and the resources they have at their disposal

A Great Leader Continued

A great leader is also one who recognizes another leader and in what area and in what capacity that leader can be used so that the organization reaches even greater levels of success, accolades and if appropriate, greater revenues.

A leader recognizes that if someone is going to move up as a new leader and there is another who was hopeful but did not get selected, knows how to let that person down gently and respectfully while still finding leadership roles for the other person.

After all, a demotivated leader can turn into a major disadvantage for the organization.