

Concurrent Session – F1
Lead, Follow or Get Out of the Way

Uncovering your skills to manage and lead critical initiatives at your firm is key to thriving in difficult situations with your managing partner, clients and peers. In order to prosper in your firm's environment, you must be able to understand what makes a leader a leader and the importance of a leader's connection to learning and education.

Many believe leaders are those with all the answers, never questioning oneself or asking advice of their subordinates. However, we all know that a true leader must be someone who is not afraid to speak up, ask the difficult questions and be willing to educate oneself on issues he/she does not fully understand. Today's leader must be someone who manages progress through interactions and communication with others and encourages a collaborative environment in which the group's capabilities are maximized through the sharing of information.

In order to be a true leader, one must evoke and refine the power of focus. A leader's focus is the basis for understanding awareness and proposing solutions to address the whole rather than a part. Once the leader has established a clear understanding of the elements at work, he/she can impart the same understanding and demands for a solution to the group as a whole.

There are four positions the leader must take to solicit successful involvement within his/her group. These roles are as follows: move, oppose, follow and by-stand. These four positions are also necessary within the group being led and each role should be equally distributed in both number and importance. The leader is then capable of maneuvering through roles as needed in order to keep the group focused.

Once you, as a leader, recognize these four elements, you will be able to openly choose the desired position that will enhance your leadership capabilities in that specific moment. You will have the tools necessary to understand the conversation and your intimate role within your group, thus leveraging this focus into stronger and more capable leadership functions.