



## LEADERSHIP AND VISION

Executive Overview for:

### What Does it Mean to be a Self-Performing Leader?

*“A self-performing leader develops a relationship with their people, creates and assigns the roles, sets expectations, appreciates hard work, recognizes results, coach’s poor performance and makes tough decisions when necessary.” YourBoard.US*

1. What does “self-performing” leadership mean?
2. What comes first – “Leadership” or the “Business Model?”
3. The results of self-performed leadership.
4. Self-performing leaders not only work in the business, but more importantly work on the business.
5. Everything starts with self-performed leadership and everything ultimately stops without it.



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## 1. What does “self-performing” the primary leadership role mean?

- A. The self-performing leader must be fully engaged and understand that one cannot delegate the senior leader's role. The vision gets blurred when there are multiple signals. **“Leadership cannot be delegated.” There must be one person sending one set of signals coming from the top.**
- B. Self-performing leaders can never abdicate their strategic vision to consultants or business whims of the day. The vision must be steady, consistent and long term.
- C. Self-performing leaders must be resolute in their beliefs and firm in their commitment to the company's mission and its people. They must continually ask themselves, “what needs to be done and what is right for the enterprise”?
- D. The self-performing leader turns inward toward the expertise within the organization and builds the company's strengths from within, along with some solicitation of external expertise as needed in specialized areas.
- E. The most successful companies have a “self-performing” leader as the most visible person to both the organization and the stakeholders.

That senior leader can seek outside advice and counsel in order to perform his/her role utilizing the best leadership and management techniques. However, in the final analysis, the leader needs to develop and promote consistently just one set of philosophies and one set of core values. The owner or senior leader must stand in the front and be the source of information and the “clear” leader of the entire organization. Customer development, organization development and the creation of significant product and service differentiation are all critical topics found in YourBoard's Media Library of Business Solutions, Peer Group opportunities, Situation Room topics, Industry Benchmarking Sessions and personalized Business Question and Answer sessions. These tools build leadership qualities and drive your associates toward high performance and common goals.



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2. Like in the case of the chicken or the egg, which should come first in a highly successful business? It is always asked if we should be focusing on leadership and people first or be talking about the business model first and then think about leadership and people later. I can assure you, from my observations over 40 years, good leadership trumps all other priorities within a company. Organizations with good leadership create the strategic vision, set the core values and performance bar and hire and develop the right people who can create differentiation in the marketplace, maneuver through challenges and drive a dynamic organization to ongoing success.
3. The result of highly engaged self-performing leadership is a dynamic organization that achieves results, no matter what the obstacles.
4. Self-performing leaders work "on" the business not just "in" the business.
5. How important is self-performed leadership? Everything starts with it and, ultimately, stops without it.



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