

"No Problem - from Stenny"

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Are you Managing or are you Leading?

In August 1913, and in December 1914 two expeditions set out on extremely challenging but quite separate voyages. One expedition, under the leadership of Stefansson, set sail to explore the frozen Arctic with 28 people of whom 11 were to die. The second under Shackleton with 26 men sailed for Antarctica to try and cross the frozen land mass. The ships of both expeditions were caught in pack ice, and ultimately crushed so that the men each had to make their own way to safety on foot.



Stefansson's team suffered significantly worse than they needed to have done mainly because of an absent leader. In the crisis Stefansson went hunting, leaving his men leaderless, without direction, or instructions. Shackleton had a much greater challenge, some of it involving crossing 800 miles of Antarctica's wintry waters. All Shackleton's men survived. The reason for the difference was the quality of the leaders.

Even in business the difference between progress and decline; hope and despondency; resentment or co-operation; even life and death of companies is much more dependent on the quality of leaders than most are willing to acknowledge.

The quality of leaders is still the single most determining factor in the success of companies. Over the next few issues of Xin Chao we will look at some of these important attributes.

The first point to highlight is Leadership and Management are not the same thing. Management is concerned with processes, procedures, control, correctness, reducing error, doing things right. Leadership whilst anxious to make sure these things get done is more consumed with the future, with doing the right thing, with motivating and inspiring people with growth, expansion and new horizons. It takes risks so that things might be improved.

Whilst many companies are generally well managed, it is also correct to say that many are poorly led. That is, there is little sense of vision, of encouragement, of challenge and enthusiasm for the business or its future being explained to the staff to follow. The world has seen enough "Stefansson's" it needs more "Shackleton's". Go and excite your team by applauding their achievements, and setting them visions and goals they never imagined possible.

If we can ever be of assistance to you in the pursuit of leadership development allow us to come and present the contribution we believe we can offer.

Yebo!
Steve

"We are never too old to be who we might have been" - George Elliot

