



Savvy vs. Struggling Leader

by ANN GOLDEN EGLÉ, MCC of GV&A, Coaching for Success

Leaders are fascinating! Having been one for twenty years and having coached high level leaders for the past eleven years, I still learn new aspects of who they are each day - and so do they.

I've observed a vast difference between leaders whom we consider to be 'savvy' and all the rest. Let's call them the struggling leaders. Though the latter may not know they are struggling, others around them have a keen, often-times sad, awareness of their struggles.

As you'll see in the following characteristics of both types, morale is either heightened or diminished by how each leader conducts himself or herself. The savvy leader knows the effect they have on the team; the struggling leader does not, or he chooses to not notice.

Savvy leader:

- **Wise**—They have an inner wisdom that they trust, as do those around them.
- **Emergent**—They look at each new day as an opportunity to learn, grow, inspire.
- **Emotionally intelligent**—They are keenly aware of the impact their moods have on their team's thoughts and behavior; they self manage to keep an optimistic atmosphere.
- **Educated**—They've gone to extreme measures through formal or informal education to know themselves, their field, people, and opportunities.
- **Innovative**—They are never one to wait for someone else to come up with that next great idea; they're constantly on the outlook for fresh concepts, approaches, products.
- **Optimistic**—They know there is no other way to be when leading a team.

Struggling leader:

- **Unaware**—Being more focused on them-



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selves and their immediate needs than their team, they pay little attention to the needs of the individuals whom they lead.

- **Emotionally unpredictable**—Their team is never certain which leader they'll get today—the demanding, decisive, communicative or distant leader? This uncertainty is a killer to morale.
- **Play favorites**—Though it is human nature to be more fond of some people than others, the work place is not a place to openly demonstrate your dislike, disapproval or favoritism.

• **Unsure of the difference between manager and leader**—They focus more on managing an immediate project than inspiring a team over the long run.

• **Can't let go**—They relive unpleasant past occurrences over and over again, rather than moving onto more productive usage of their time and energy.

My goal is explore savvy leadership through articles for CBN over the coming months. You savvy leaders will enjoy these articles as they are directed to you. Those of you who are in the 'struggling' leadership mode will benefit from topics such as emotional intelligence, motivation through optimism, tools to raise energy in your work environment and how to identify and overcome team dysfunctions.

In the meantime, assess which side of the leadership ladder you are on. If you're not happy where you are, change it by strengthening the above characteristics.

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