

My Leadership Philosophy

By Tracy Thomason
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Purpose

Sharing this information with you helps us both in a couple of ways. As a statement of the standards I believe in and aspire to, it reminds me of what I expect of myself and, therefore, what you should expect of me. Second, it will let you know what I value in a team member and what I expect of you.

How I Define Leadership

- “Leadership is influencing people – by providing purpose, direction, and motivation – while operating to accomplish the goals and improving the organization.” *The Leader’s Compass* by Ruggero & Haley
- A leader should inspire groups of people to achieve more together than the sum of the individual efforts alone could provide.
- Leaders should set a goal, clear a path, cheer on the team, and pull their own weight.
- A title makes someone a manager, other people will decide if that person is a leader.

The Ideas & Ideals to Which I Aspire

- **People** – First and foremost, our organization is about people. Remember that they’re people with lives, not tools or assets. Give them tools and assets, give them courage, then watch them take the lead.
- **Family** – That’s your first team. Committing to more than one team requires balance.
- **Communication** – Without it we are not a team and we will accomplish nothing. It should be frequent and flow freely with minimal delay. Ignoring people is not an option.
- **Integrity** – We as a team, as an organization, as humanity even, have certain values and principles to which we must adhere. I will strive to live up to our standards. I expect you to, too.
- **Honesty** – I will not always tell you what you want to hear, but I will tell you what I believe to be true. Again, I expect the same of you. I know this is difficult sometimes.
- **Teamwork** – Individuals can move fast, but teams can move mountains. Be a team player. Give credit, take responsibility, help others succeed, and praise them when they do.
- **Empowerment** – You can’t always wait for the team or even for help. Give it a try on your own. If you need assistance from someone, come ready to discuss your idea for a solution, not just with a problem to drop off.
- **Education** – Not a college education, but a life education. Always be learning, it makes you more empowered and a better team member.
- **Respect** – Receiving it begins when you give it.
- **Humility** – Share the spotlight often and remember that sometimes we need to just step out of it.
- **Preparedness** – We cannot prepare for everything. However, with a little forethought and planning we can prepare for most things. An hour of planning beats two hours of fixing something after the fact.
- **Accountability** – We work to achieve our goals. If there is a problem, the team can help fix it. But only if the team knows about it.
- **Explanation** – It’s equally as important to know what to do as it is to know why to do it.
- **Humor** – Let’s have a good time while we work.

My Commitment to You

I won’t always live up to all of this. Neither will you. When I slip, help me. When you slip, I’ll help you. When others slip, let’s help them together. It’s what teams do.