# Values-Based Leadership

Rethinking Leadership

Who's the boss in your organization? Take a moment to ponder that question. Is it you, or someone else? While you may wield decision-making power, manage teams, and set the course for operations, that makes you a supervisor, a manager, a director, maybe the CEO, but the boss? . . . it's not you. Let's delve into why recognizing this distinction is crucial.

Reflect back to childhood, perhaps recalling the defiant phrase, "You're not the boss of me!" Interestingly, that sentiment still holds merit today. No external entity dictates your actions; rather, your guiding force stems from intrinsic beliefs and core values. Ideally, these personal values align with the core values of your organization, whether explicitly stated or implied. Consider a scenario where family ranks high among your values. When faced with a choice between working late at the office or attending your child's recital, your decision is clear. In this instance, who reigns supreme? Your core values. Conversely, if career success or determination drives you, you may opt to prioritize work commitments over personal engagements. Again, the boss is revealed—your internal compass.
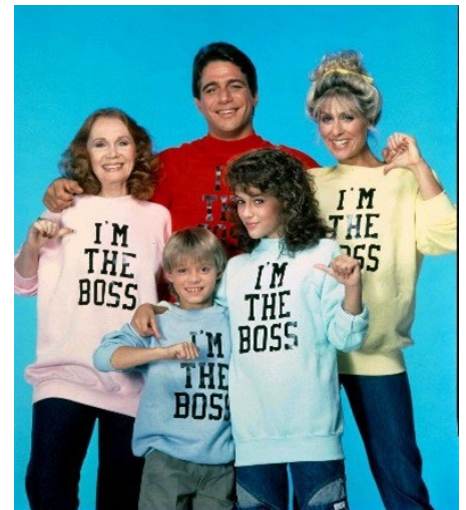
Now, let's extend this perspective to the organizational level. Who assumes the role of the boss here? It's contingent upon the prevailing values, whether written or implied. In environments where unwritten norms dominate, individual beliefs often steer decisions. However, these choices might also reflect the implicit values ingrained within the organizational culture. For instance, if the unspoken mandate revolves around meeting deadlines at any cost, a culture of expediency and mediocrity may prevail. Subtly, employees may receive directives like "cut corners" or "adjust figures," echoing the silent values of the organization. Even if such directives aren't explicitly voiced, the underlying values permeate the leadership hierarchy, shaping decisions at every level.

So why leave this dynamic to chance? Instead, let's proactively define and champion our organizational core values. By doing so, we empower these values to assume the role of the 'boss'. Recognizing that values inherently influence our choices, let's harness their potential to steer behaviors and decisions. This approach transcends individual supervisors or shifts in leadership. When organizational values take center stage, a cohesive culture emerges where every action aligns seamlessly, irrespective of external influences.

In conclusion, let's redefine leadership paradigms by acknowledging that true authority lies within our organizational values. By cultivating a culture where these values reign supreme, we foster a resilient environment where decisions resonate with our collective values, regardless of who occupies formal leadership roles.

Be Extraordinary!

Anthony Tormey, CEO
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Would you like to talk about how Leader Development Institute can help you and your organization?

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Reach out to us at 1-888-VISIT-LDi (1-888-474-8534), or drop us an email at Solutions@LDiworld.com. [Click here](#) to view or download our informational one-pager to read more about LDi. **Let's embark on this journey of growth together!**

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