



## Values-Based Leadership

### The Value of Values-Based Leadership

When I first started writing Rules and Tools for Success, Rule number 10 was, Live by a set of rules. In that rule, I spoke about values and character, and when push comes to shove, these are what guide us in our actions and decisions.

*The distance between who I am and who I want to be is separated only by my actions and words*

Over the past several years I've been contemplating and looking into organizational values, culture, and character. What I found was interesting. First, I found that although many organizations claim to have "published" organizational core values, many are created by the organization's senior leadership. In itself that is not bad – or good, it simply is. What if instead employees were engaged in defining the organizational core values? Like a lot of leadership principles, it's about engagement and ownership. People are more likely to embrace something if they have ownership. Whether it's a group of fifty or 5,000, it's doable, and not that difficult. Perhaps a little more time-consuming than five people in a room, but doable – with a plan and a process.

Secondly, I have found many employees, including the very leadership who may have had input in creating the values, either do not have a clue what they are, or worse feel no one adheres to them. This is the bad part. Sadly, when I speak to leaders about this, the perception is that the core values are known, they're intrinsic, they're common sense, and "I shouldn't have to remind people of them." Yes, you do.

Here's why. People have conflicting values, different understandings, interpretations, and we are often faced with moral dilemmas. Some are drastic. From some of the current global affairs, we read about or see on the news, to cultural and racial issues we continue to struggle with right here in the United States, to the latest corporate or government agency scandal, we see values compromised. So yes, actually you do.

For example, I know many organizations that identify "Respect" as a core value, yet there are examples where inappropriate and disrespectful behaviors are going on in the workplace, name-calling, bullying, etc. Even at home, I see parents insist their children say, "Yes sir", or "No Ma'am". Then turn around and insult or humiliate the child in an activity or sporting event. Or if

not directly, by being disrespectful to a spouse or stranger in front of the child. At work we gossip, spread rumors, undermine the boss or resort to outright name-calling. So yes, actually you do.

Over the next several newsletters/blog posts, I will share how to create a culture of success, personally and organizationally, built on values-based leadership. I'll take a look at some personal and organizational core values and oh, I don't know . . . talk about them. Maybe you'll talk about yours. Maybe you'll share why they are important to the success of your office, department, organization, or company. Maybe it will open the door to a conversation with your children, your spouse, and increase the happiness of the family.

Look for this article on Leader Development Institute's Facebook page and share your thoughts, opinions, and comments. Share a core value, why it's so important to the success of your team, branch, organization, or agency - and maybe an example of it in action, help me understand with a story.

Be Extraordinary!

*Anthony Tormey*



**Anthony Tormey** – International speaker, trainer, and executive coach. Anthony has conducted seminars and given motivational speeches across the nation and internationally on subjects of Leadership, Management, Strategic Planning, Continuous Improvement Processes, Project Management, Experiential Teambuilding, and Effective Communication. Anthony has coached senior executives, leaders, and supervisors in both government and private sectors.

His powerful and highly charged motivational presence does not come from standing behind a lectern, but by taking you on a journey of discovery through thought-provoking dialog. Equally comfortable presenting a 6-hour seminar, after-dinner keynote, or sit down one on one, Anthony clearly defines for you how to achieve success through personal leadership coupled with leading others to reach successive goals. He inspires business leaders, executives, supervisors, and frontline employees to not simply be good at what they do - - but to be extraordinary. Anthony uses his incredible passion, and ability to communicate; To illustrate his principles for leadership and success – he states, "Extraordinary leaders have extraordinary character . . .with extraordinary character they are NOT AFRAID." At home, at work, across the nation, and around the world - we need extraordinary leaders.

**Would you like to talk about how I can help you and your organization?**

**Let's Talk**

Successful people live by a set of closely followed rules and values, have you read LDi's *Rules for Success*? These rules will help you hone in on the best success practices that benefit you in all areas of your life, personal and professional. You can find LDi's *Rules for Success* [HERE](#).

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