



## Values-Based Leadership

### Who's The Boss?

Who's the boss in your organization? Take a moment to answer that in your head. Is it you? Is it someone else? If you answered yourself or someone else? Oh sure, you might make decisions, solve problems, schedule employees, provide direction, etc, but that makes you a supervisor, a manager, a director, maybe the CEO, but the boss, it's not you. Let me explain and why it's important to understand.



As a child, have you ever said, or heard it said, "You're not the boss of me!"? Well, you were right then and still are today. No one is the boss of you. Your "boss" is your values. Ideally, our values are aligned with our organizational values, written or unwritten. Let's say one of your core values is Family. When you are faced with a decision, to stay late at the office and wrap up the loose ends of a task, or, leave to be back home in time to attend your little girl's dance recital, chances are you will leave the office on time. Who's the boss? Your core values. On the flip side, if your core value is tenacity or career success, you may instead choose to stay late, put the task to bed. Your daughter will understand; besides, your spouse will be there. Again, who's the boss? So, let's take it to the organization. Who's the boss? Depends. Written or unwritten? Unwritten, the boss, and as such the decisions employees make, will most likely be driven by individual personal values. However, they can also be driven by the unwritten and assumed organizational core values. Let's say the unwritten core value is, mediocrity . . . "Good Enough". The "bosses" guidance, therefore, becomes, "Take a shortcut here", "Eh, just fudge the numbers a little, no big deal", "Just submit the report as is". Of course, your supervisor didn't say those things, but they are the unwritten values of the organization. Let's say your supervisor/manager did indeed say that. What do you think, "the boss" – the unwritten core values - is saying to them? "Take a shortcut, fudge the numbers, submit the report". The supervisor is doing what a supervisor does and simply relaying the "boss's" message.

So why leave it to chance? Why not instead give serious thought to what your organization's core values are? Create an environment where your organization's core values are the boss. We already know they drive or influence our decisions. Let them drive and influence behavior so it doesn't matter if the supervisor is around. It doesn't matter who the supervisor is. It doesn't matter if there is a change in leadership. The organizational core values, "the boss", when done correctly, will create an environment where every decision, every action, by every employee is in sync – regardless of the people around.

**Next time:** Who's the boss - at home or at work? It's not who you think it is.

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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