

Traditional Versus Values-Based Leaders

<i>The Traditional 20th-Century Leader: Running the Machine - "Driving" Change</i>	<i>The Values-Based Leader: Cultivating Healthy Change with Leadership Intelligence</i>
When traditional 20th century leaders do not agree with the policies and assumptions of the larger organization, they often conform anyway, surrendering their values to the power of organizational momentum in these ways:	Values-based leaders are not defined by a position. Rather, values-based leaders cultivate change, guided by healthy values and wise actions. They transform traditional organizations because they don't surrender their values. Instead, they practice them in these ways:
Obsessive Financial Orientation - Traditional leaders focus primarily on financial objectives as ends in themselves. Healthy human values are subordinated to money in Ferengi-like fashion.	Values Orientation - Values-based leaders focus primarily on healthy, timeless human values as ends in themselves. Money is a necessary means to the success of the organization, like air is to a person.
Excessive Management Orientation - Traditional leaders manage others through rules, rewards, and punishments, reducing employee commitment.	Empowerment Orientation - A values-based leader helps others to lead themselves so that each group or sub-group can make key decisions.
Top-Down Decision Orientation - Traditional leaders make decisions issued as directives, orders and policies. Then followers are expected to carry out the decisions, often without questions or verbal feedback from workers.	Group Participation In Decisions - A values-based leader encourages group intelligence by giving each group or sub-group the power to provide input and feedback on organizational decisions. Leaders start to emerge everywhere.
Here is the sad reality: Executives who maintain the harmful, machine-like structures of traditional organizations perpetuate us/them attitudes. These attitudes foster ill will towards people in positions of responsibility and help make "Dilbert" a best-selling cartoon. Don't be a pointy-haired boss!	Make a REAL Difference! Executives, managers, and others in your organization can each be agents of change. You did not create the machine-like structures that govern traditional business organizations today . . . but you CAN do something about them in YOUR organization. And you can make a difference in ways that benefit employees, their families, stockholders, suppliers, and your customers. VBL will help you develop skills to practice your values and harness differences and diversity for innovation, creativity and a common vision. Be an agent of change!
How can you transform your future and your company's future? Values-Based Leadership skills can provide you with the the skills and methods you need to challenge traditional structures and assumptions and to transform your future and that of your company. Be a Values-Based Leader instead of a traditional leader.	Be a leader who helps to bring about a revolution to fulfill values while leading your organization into the 21st century.