

Leadership is Much More Than Just Giving Orders and Assigning Tasks

During the period that Thomas Watson Jr served as the CEO of IBM, a young and eager employee made a mistake that cost the company almost two million dollars. When this employee was called into the CEO's office for a meeting, everybody was sure that he was going to get fired. However, what happened that day between Watson and the employee set him apart as a great leader.

Watson told his employee, "You are now a better asset to this company than you were earlier because we've just spent a couple of million dollars in educating you."

This incident has demonstrated some of the most inspiring leadership traits for generations of leaders – look for the positive rather than focus on the negative and make your employees your best bet.

The past few years have seen a tremendous increase in the number of startups, and relatively inexperienced people are suddenly faced with the prospects of leading a team. However, most of these leaders feel that hiring people and assigning tasks to them is the end of their duties of leadership. But, this is not the most productive way of running a business. If people want to convert their startups into large and popular brands, they need to do what established brands are doing to create and retain their talent pool.

Here are some of the responsibilities of leaders, apart from just assigning work to their employees.

- **Lead by example**

A lot of people are aware of the popular story of George Washington, where he got down from his horse to help a group of men dig a patch of the earth much to the bewilderment of their group leader. That snowy night, Washington showed that great leaders don't just bark orders. Rather, they roll up their sleeves and get their hands dirty along with their team. In a lot of cases, they do most of the heavy lifting in order to inspire and motivate their team to keep up their enthusiasm.

- **Care about your employees**

Once, a manager was in a meeting with one of his employees. Suddenly, his phone rang and he avoided it. His employee told him to go ahead and answer the call. But instead he said that he wasn't sure if the call was important or not, but he was sure that this meeting was definitely very important. This infused a sense of trust in his employee who felt touched and valued, and that meeting definitely turned out to be extremely productive. In order to be a great leader, it is important to establish a great relationship with your employees. Showing them that you care about their time and effort makes them loyal, trustworthy, and dedicated to your company.

- **Appreciate**

As mentioned earlier, it is always important to try and look for the positive in any situation. Employees who are constantly criticized by their managers are more likely to feel frustrated and demotivated than people who are appreciated for their efforts. When a leader acknowledges his team member's efforts in

a given project regardless of the outcome, the team members are infused with energy to perform even better the next time. And that is how a good leader takes a company from rags to riches.

Gone are the days when domination or bullying worked; nowadays, people value self-respect a lot and need to be treated as equally talented and capable peers. Rather than looking down from the top, when a leader becomes and works as a part of the team, the team feels motivated to contribute to the growth and development of the company.