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BAD LEADERS AREN'T (LEADERS)

**PREVIEW CHAPTER: THE BAD LEADER WHO IS STUCK USING OLD MANAGEMENT
IDEAS AND TECHNIQUES**

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BAD LEADERS AREN'T (LEADERS)

"The chains that keep you bound to the past are not the actions of another person..."

– Shannon Adler (author)

Whether they want to believe it or not Leaders become "Bad Leaders" by choice. That is just the way it is. Sometimes people refuse to change, even though the world has long since left them by. For some, what worked yesterday, works today, and believe will work tomorrow. Now while that sounds good and it sounds easy. It is actually wrong. The way leaders did things back in the 1970s, 1980s, and 1990s is not the way things are to be in the 21st Century. Times change, people change, policies and procedures change. That is just the way it is.

I can guarantee plenty of things will change in the next 20 years. Change that, things will change in the next five years. As a leader, a manager, the person in charge there is nothing to change the oncoming change, so do not attempt to fight it. Do roll with the punches. Fail to roll with all the punches, rest assured it is time to step out of the management or "leadership" role you believe you currently occupy.

The adage; *time stands for no one*, while old and dated remains true. Unfortunate as it may sound people can stop. They can only stop for themselves. People get into a comfort zone and decide "for now" enough is enough. It is at that point that things become dangerous. Dangerous for those in a leadership position. For a leader to "settle", become stagnant, fail to progress or refuse to change the lifespan of that leader will be brief.

When a leader fails to change, a rare but dangerous breed is born. As the leader has not changed with the times either by choice or by, wait a second, there is no choice just as there is no excuse. These rare birds are stuck using and manipulating some antiquated perception of leadership, based on intimidation, fear mongering, and most of all a "DO AS I SAY NOT AS I DO" attitude of leading. All have gone the way of the Dodo bird: extinct. Soon, a leader that refuses to change will find herself joining the Dodos. While not a good thing, it is a thing that a good leader can avoid and change.

When confronted with modern workplace issues these bad leaders do not know what to do. They do the only thing they know what to do; they fall back on what they know, unfortunately, it is the only thing they have ever known. They start dictating instead of leading. They freeze up causing themselves and the organization to become ineffective.

Ineffective?

Yes, as there is nothing worse than a leader whose limited knowledge forces him or her ability to moving forward when it comes to addressing issues and concerns that affect one or all members of the organization's stakeholders (internal & external) to come to a crawl or stop altogether. When a leader limits the decision-making processes so are the abilities to change. Change is a tool that all leaders must embrace and master to move from being a good leader to becoming a great leader.

Remember, change is not easy. Change is never easy. When offered an opportunity to educate themselves and enter the 21st Century, many leaders with "old timey" leadership and management techniques would rather fight than switch. Usually, they fight any form of change usually the old "it has worked for me this long" mindset. That is not the only excuse given to resist change, another classic is "why bother changing because the moment I change they are just going to change the whole thing all over again." You cannot argue with that mindset but you have to. Having the mindset of yesterday will all but make you a pariah among the C-suite, your peers, and most of all; it will make you an ineffective leader among those you are leading.

HOW TO AVOID BECOMING THE BAD LEADER

While it is easy to say (or write), it is most difficult to do: "Don't be afraid of change." Change is all around us. Whether we are ready for the change or not, change is happening. As a leader, you must be out in front of the coming change. This means you should always be changing. I am not saying for you to become a trendsetter but it does not hurt.

It has always been and always will be a leader's responsibility to change with the times. As a follower, you were always changing and adapting to get to the point you are now (as a leader). Keep changing; be intentional and willful in your process to change. Your process must be one that keeps you fluid and in motion, this is to avoid becoming bogged down in one style of management and leadership.

Explore many styles of management techniques. Then take one style that fits who you are, fits your personality, and most of all fits you like a glove and make it yours. Then prepare to change all over again. Remember, to not bog down because the style you are currently enjoying feels good and "why change what works?"

By being a leader that is not afraid of change, this makes you an open and transparent leader. If no one has told you let me be the first, an open and transparent leader is the best kind of leader to be. Transparent leaders are never held back by what feels good or has always worked. Open and transparent

Chapter 1: The Bad Leader Who Is Stuck Using Antiquated Management Ideas and Techniques

leaders will never allow themselves and their organization to be ineffective. An organization that has a leader that is stuck in the past will slow not only themselves down but the organization, department, group, or team they lead.

Refuse to latch on to the “DO AS I SAY NOT AS I DO” style of leading. That style is for bad managers. These type of managers seldom last. They do not last as they are usually found to be incompatible with the culture of the most modern workplaces. Once found incompatible, attempting to remain without change the manager will find himself forced into change because he or she will have to find a new place to work, a new place that is compatible for them and good luck with that.

This type of managing and leading style is easy to recognize and once recognized; followers will lose faith, trust, and support of that manager. Once gone it is almost impossible to recover. Management styles come and go, which is understandable but what is not understandable is the individual’s inability to want to change. Staying stuck in the past is your decision. I cannot stress this enough but always be changing. Change is easy; it is always easy compared to being stuck in the past. The longer you take to change the harder it will be to reach positive change. Avoid being stuck in the past and move forward. Good thing moving forward is the only option.



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