



# Welcome to Leadership

This is an open letter to the Class of 2016 – and everyone aspiring to become great leaders!

My leadership program “**Welcome to Leadership**” premiered this past week. Here I wish to put on record my heart-felt appreciation for the first group of participants who engaged admirably, conducted themselves with grace, and overwhelmed myself with curiosity.

To them, and to everyone aspiring to become great leaders, it’s quite simple really. Start by asking yourself:

- 1) Why do you want to be a leader? What are the compelling reasons we should believe and respect you?

- 2) What is your leadership vision? What do you see for all of us from your hill top?
- 3) What are your leadership values? What do they stand for, and what not?
- 4) What do you intend to do others – your colleagues and everybody around you?

Many leaders are thrust into leadership positions with little ballast, and it shows. They struggle long, and many eventually realize a place outside management is where they serve best. Now you are alerted and can reason thoughtfully why we should be led by you.

Next ask yourself:

- 1) Which power play do you intend to engage in?
- 2) How will you respect and divide your loyalty to the company versus clients and employees?
- 3) Do you have stamina for confrontations, arguments, company politics, long in the tooth processes and people, or simply repeated defeats?
- 4) How do you intend to deal with the 20:1 ratio of giving and receiving – the servant philosophy of leadership?

Many people entering leadership have serious blind spots. The well-intended don't see the 'dark side' of people. To other the attraction is frills like salary increases, bonuses, company cars, titles and power - and not that of engaging with people. In the end, they don't recognize that leadership is a multifaceted discipline, and you have to embrace all to succeed.

Hereafter, knowing that leadership is about making the *common man into an uncommon man*, how will you attend to:

- 1) Transit yourself to become a coach?
- 2) Which process do you intend to use to design and grow successful people?
- 3) Which consequences will you exercise for various levels of performances; sub-par, acceptable and above-expectations?
- 4) What will you value in talents when creating a superior talent bench?

So, there is still a business operation to pay attention to, where do you stand on:

- 1) How many decisions on your part - how much courage will you need to mobilize - to act and stand out as leader in daily life in your company?
- 2) How will you deliberately carve out a respectable amount of time to be a leader for people in person and attention?
- 3) How will you drive innovation and change into your daily work and in respect of your primary stakeholders?
- 4) How can you come to foresee the future of your work places and industry and make yourself, your team and your company ready in time?
- 5) How ambitious can you be on behalf of your colleagues and teams, and get away with it?

And;

- 1) How do you intend to mature yourself fast enough to becoming a great leadership, and business proposition?

Class of Copenhagen 2016 – you have all the attributes to thrive and succeed.

Thank you very much again for your participation – may many more be challenged like yourself!

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