

Citrus-Half-Moon-Cakes Deserves no Followers - Why Did You Become a Leader Manager?

January 2021 figures from lederne.dk offers insights to why young people accept a managerial role.

Top 3 motivations:

1. Access to new areas of responsibilities that would develop me: 88%
2. Influence 75%
3. Try something new 60%

Separately, 62% of the interviewed already had aspirations for management prior to being asked. Interesting!

Accepting the role of [semi-leadership-nerd](#) I want to split hairs, because where in the primary motivations does other people have priority over 'my development', power, and 'me'?

Management

- Is the organizational role where you typically become in charge of a team
- Are the disciplines of processes, procedures, structures, planning, execution, plan-b's etc.
- Is "*making common Wo(men) do uncommon things*"

Leadership

- Is aiming to be what the company and its people should strive to be; role-modelling values, leadership, EQ, maturity etc
- Is people-orientated, having an eye for and doing the effort to improving people, developing organizational intelligence, building and showing the way with vision/ mission
- Is "*making common wo(men) into uncommon wo(men)*"

In my "[Welcome to Leadership](#)" the first questions asked are;

- Why do you want to be a leader?
 - o We look for your motivations how to help other people, and take no likings to corporate telling about "building a great profitable company..."
- What is your leadership vision?
 - o Yes, we want you to express an appealing reason why other people should join your team, become your follower, and not with the neighbors, so what makes it special to work for you?
- What is your leadership values?
 - o Know yourself – it is alright to be compassionate and competitive as a leader, but understand the borders of your values, so you can make decisions, and do no evil to others because of your personality
- What do you intend to do for other people?
 - o Yes, weekly citrus-half-moon-cake buys no followers, but ambitions and genuine ability to help other people to develop, build skills, mature, to improve performance and not least to promote them to new responsibilities – that will earn you friends for life.

During 3 days with "[Welcome to Leadership](#)" we explore many other subjects, but the true value of joining lies in the 6 months follow up with coaching, mentoring and personalized learning where you get to prove that half-moon-citrus-cakes is not your strategy to develop as a leader – but a genuine interest in designing, developing and work with great people.

The choice is yours!

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And yes, I'm also in the market to also sell you leadership trainings, but you decide from this portfolio:

- ✓ "[Welcome to Leadership](#)" – talents, young leaders and managers with no prior training – get off to a great start
- ✓ "[Leaders – What's Next?!](#)" – you have been a leader for 3-5 years, what do you do now to become promotable?
- ✓ "[The Management Side of Leadership](#)" – examination of the processes of the employee life cycle
- ✓ "[Personal Leadership](#)" – mature leaders aiming to improve team and personal performance to v2.0
- ✓ "[Leading Leaders](#)" – for executive ready to involve the organization in culture and performance improvements
And
- ✓ "[Tag Ledelsen i Produktionen](#)" – team leaders in/around production environment – a splendid choice!

Kind regards,
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