**SIXTEEN STANDARDS OF LEADERSHIP & PARENTING**

There are a lot of things that go into the making of a great leader. For now, let’s focus on 16 standards of Leadership.

1. **Manage people individually:** For any business leader, or parent, to be successful, they must lead and guide people individually and not in groups. It’s perfectly acceptable, and even encouraged to offer praise and accolades in a group setting. However, any constructive criticism, disciplinary action or conducting a teaching or coaching session must be done in a one on one, situation.
2. **Lead by example: “**Do as I say, not as I do” might be a great saying but it’s a terrible way to lead. As a business leader, or parent, you must follow all of your company’s or personal standards, expectations, rules, procedures and standards. The people you are leading will follow you if you are following and adhering to the expectations and are doing things the right way. It’s impossible to have success without a great group of people, and it’s impossible to have a group of people without a great leader. Lead by example and your people will follow.
3. **Instill discipline within your organization:** People may complain about rules and expectations; but in reality, most people need those things. People want to know what is expected of them and they want someone to enforce the rules.

It’s up to the leader to set up the rules and then enforce them. Here are three tips that will help you in setting up your rules.

1. Know the reasons and justifications for the rules and regulations.
2. Be able to explain the rules and regulations.
3. Enforce the rules and regulations.
4. Take all disciplinary actions necessary to maintain rules and regulations and give positive reinforcement when the rules are followed. I believe that positive should be 10-1 over any negative.
5. Have all rules and expectations written down.

**If it isn’t written down, it isn’t real.**

1. **The Golden Rule of Leadership:** Treat others the way you want to be treated. If you treat your people like children, they will act like children. On the contrary, if you treat people like adults then you will have adults on your team. The days of managing by fear and intimidation are long over. Treat the people who work for you and with you with respect and dignity, and they will live up to expectations for you.
2. **Lead on objective information:** Everything you do when it comes to your leadership, training, coaching and discipline must be based on objective measurables. It’s ok to have opinions; we all have them, but all of your decisions when it comes to your people should be based on fact, not fiction. For example: if you are not happy with how your teenage cleaned his room, you can’t say “I think you could have done a better job”. Instead say a clean room doesn’t have dirty laundry pushed underneath the bed, you need to put your laundry in the laundry basket in your closet. They can’t argue with that. The minute you say “I think” people get somewhat defensive and resist any further comments.
3. **Be goal orientated:** One of the primary roles for a business leader, or parent, is to set goals; both for the group and the individuals. In addition, helping each individual in setting their goals properly. Setting goals with your people is also a great way to build relationships between you and each person. As you and your people consistently discuss goals, accomplishments, set-backs, giving praise, you will maintain a goal-oriented environment. Consistently talking about the goals will let your people know how they are doing and keep them on track. **I will be covering goal setting much further in a future blog**.
4. **Get Involved:** The best business leader, or parent, are involved in everything their group does. It’s impossible to effectively lead from a distance. You must be involved in the process. In business be there for them, go on ride-alongs, attend their presentations, in order words be there to catch them doing good and respond accordingly. As a parent, go to their school functions, sporting events etc. They need to know you are there for them. The only way to effectively help your people be the best they can be is to be involved, and that’s not going to happen from a distance.
5. **Be direct and to the point:** The best way to get a message across is to be direct with your people. It’s easy to misinterpret information if you try to beat around the bush. People want to know exactly where they stand and what is expected of them, and the best way to do that is to be direct, to the point and honest. **I once told one of my grandson’s that there is nothing that he could ever do that would cause me to stop loving him, there are many things that you could do that would cause me to be disappointed in him. His response was “Will you tell me if and when that happens.” Absolutely was my answer.**

As you can probably tell, most of these are common sense. However, it never ceases to amaze me how many business leaders, or parents, don’t do any of these things. Your people are the key to your success as a leader and these are some things that, if you follow them, will help you get the best out of each person.

Next time we will take a look at eight more standards and how they can help anyone become a great leader.