

VALUES-BASED LEADERSHIP

Trust is the tool to manage the uncertainty, insecurity and fear, the antidote to our inability to predict the future in soils of quicksand. At the organizational level, a climate based on trust manifests itself in all aspects of everyday life: a more effective communication, greater involvement and team cohesion, increased cooperative behavior, decreased turnover, smooth interaction with employees, customers and suppliers ... It also facilitates the processes of change and strongly favors the provision of creative and innovative ideas.

But trust is a scarce commodity in today's society, distrust of corporations, governments, media, institutions ... everything and everyone. So ... What is special about these leaders? How do they get to build trust? And what management techniques applied?

When we try to better understand how they operate this type of leaders we see that, rather than the application of innovative management techniques, as agreed upon are your personal values and intrinsic human and management techniques that use no more than the behaviors according to their own natural principles. Thus, a behavioral style show aligned and consistent at all times resulting in pure credibility.

First of all, are people who believe in people. Thus, it must make a major effort to bet on them and give them confidence and opportunities not afraid of risk associated with trust. Their instinct is just that. His teams professionally and personally grow naturally.

Respect people. From their point of view, communicate openly, listen to what they have to say, consider your needs, try to understand their views and share with them is not something they do because they read in books, but because they believe in it and feel comfortable doing so and because the fund does not admit to be otherwise, that information should be hidden, the relations should be based on distrust, there is no transparency or prizes should be exclusive of a few.

Putting the computer to their personal interests. So take the responsibility to appear at difficult times but give the leadership the team in times of celebration. Often not even appear in the picture because they get their own satisfaction in the success of the group and do not need to adopt techniques of false modesty.

They are wrong ... and admit it. By not feel superior to the rest or fear that their image is harmed, not fear mistakes. They know that the error is part of the decision-making when they are wrong and do not need to hide or deflect it with tricks. Just admit it, take the consequences and rectified. And they promote their teams operate the same way, transforming the strategies of guilt in learning strategies.

They encourage people's creativity and innovation in the day to day because lead scenarios based on trust and open participation in which there is no fear of failure. The ideas are generated and flow freely and many of them are transformed into process improvements and business opportunities.

Knowing that laughter is holy and that is not at odds with the results. So, are the first to smile, know how to laugh themselves and with others and encourage humor and joy in work. A drug that is priceless and whose side effects are only positive.

They prefer to coordinate to control because they believe strongly that most people are able to control themselves if allowed. Establish common minimum standards and opt for flexible policies that facilitate the reconciliation of professional needs, family and personal. With a high level of self avoiding unnecessary time devoted to thorough checks sterile.

His leadership is based more on moral authority in power, which aims to help the team grow personally and professionally and get the best of themselves in their own benefit and that of the shared project.

In summary, we see that these leaders behave as they do naturally and consistency because the performance is complete and consistent with their thinking and their own values. They have to pretend or dress or pretend they are not or apply models in unbelievers. That gives them personal serenity and credibility with others and is the basis on which to grow trust.

And when mutual trust exists, everything is easier. And almost everything is possible.

An ancient Chinese proverb says that the person who does not smile should not open a shop. We could say that the person has no respect for others should not lead teams. And if it does, it should be with the firm intention to work at the personal aspects that allow you to act from conviction and not from the interpretation.

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REFERENCE OF THIS TEXT

 *Values-Based Leadership*, Muñoz Serra, Victoria Andrea, website: Victoria Andrea Muñoz Serra (http://www.victoria-andrea-munoz-serra.com/coaching_integral_ingles.html), Concepción, Chile, March 2012.