

THE CYCLE OF LEADERSHIP

Teaching Methodology

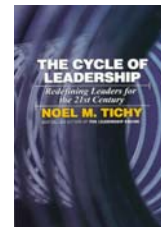
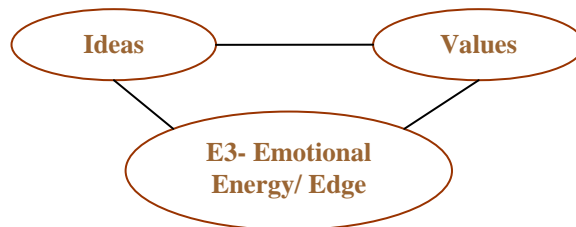
*How am I doing as a leader? The answer is how are the people you lead doing. Do they learn? Do they visit customers? Do they manage conflict? ...You won't remember when you retire what you did in the first quarter of 1994, or the third. What you'll remember is how many people you developed... **When confused as to how you're doing as a leader, find out how the people you lead are doing. You'll know the answer.***

--Larry Bossidy, CEO of Allied Signal--

In today's rapidly changing world, companies that want to get ahead and stay ahead need leaders – people who can anticipate change and respond instantly to new realities. And they need them throughout the organization. That's why it's important to develop your leadership abilities and to help others around you develop theirs.

Jack Welch, the CEO of General Electric (GE), for the past 17 years, had consistently taught in the GE Leadership Institute every fortnight. Also, Roger Enrico, CEO of PepsiCo personally developed and ran his own “War College” to prepare 100 leaders as Pepsi's next generation. Why did both CEOs invest so much time and money into teaching and people development? How did they teach?

Both know that in order to strive ahead of time, they need a team of leader who are aligned to their vision. In GE, Jack Welch, leading the world's most valuable company, did not make all the decision himself. He has 200,000 plus of GE's employees with him who take initiative to think, innovate and take charge. He did this by taking charge of the school. He believes that leaders must have a **teachable point of view**, and he teaches them to become better leaders by using a “teaching methodology”. The model of teachable point of view is as follows:



Winning leaders like Jack Welch often developed personal “teachable points of view”. They related business **ideas** to **values** and communicated with tremendous **emotional energy** to others, inspiring others to align and contribute. Yet, winning leaders also have the **edge** to face reality and make a tough “Yes/No” decision.

Reflection:

- How are you developing the next generation of leaders for your organization?
- How much time do you spend teaching your people to be leader?
- How do you develop your teachable point of view?
- Has leadership development hindered your organization's performance in the past? How?

Teaching sharpens leaders. Through teaching, ideas and values are communicated to others. Simply put it, **if you are not teaching, you are not leading.**