



Lead, Lions, Lead!
410E Global Leadership
Team
Midterm edition



It seems like yesterday that I introduced myself as DC GLT to 410E Lions...

And here we are: 2022 year-end and looking forward to spending time with family and friends – without neglecting our moments of kindness for the communities.

It's been a busy year for GLT and there's more to come:

- The launch of the Lions Leadership Journey in January.
- Advanced social media workshop soon after.
- Presidents' mid-year review on line.
- And other initiatives....

For now, let's focus on the time of year.



Call him St Nick, Santa Claus or Father Christmas, the old man is wise beyond his years. He must have been a Lion! His leadership is fully on display on Christmas Eve, but we hear it functions quite well during the year too. How does he do it?

At a recent interview, he was asked about his leadership philosophy. This is what he had to say: "It's no secret that I lead a great team of elves and reindeer – and that's the whole year! But I can't lead properly without asking questions. So let me share my leadership secrets with you and you will understand why I am able to grant so many wishes over Christmas time."



1. Do I have a plan for getting those gifts to the children?

Of course! Without a plan and goals, I'll probably get somewhere but nowhere I intended to go.



2. Do both my elves and reindeer understand my vision for the next Christmas Eve?

Everyone needs to feel part of my vision and be inspired by the mission or purpose of being part of the North Pole. We talk about this in January already.

3. What qualities should my reindeer have to ensure that I achieve my vision and make all the children happy?

If the reindeer don't have the right attitudes and believe in my mission, then they shouldn't be part of my team. I visit with all the reindeer to learn what may need to change at the North Pole and I listen to their suggestions.

4. If there is a reindeer that isn't fitting into the team, what are my plans for that reindeer?

It may be that they need some development to reach their full potential. All reindeer need a development plan.

5. Once I have suitable reindeer, are they in the right place on the harness to be effective?

Not all reindeer have the skills of Rudolph and can't be at the front of the harness, but I make them all feel part of the team.



And my elves? Well, they are important to me.



6. Am I listening to my elves and asking them the right questions so that each one of them can be successful?

As a leader, I understand each elf's personality and preferences because these elements will influence elf potential. I spend a good deal of the year just finding out about my team of little workers.

7. Do the elves have all the resources necessary to be successful?

If they don't have the right tools and supplies, they may get unhappy and leave the workshop and I am at risk of letting down many children. So, I consistently walk the workshop and make sure that every elf has what he needs and knows that he can ask when the need for a special something arises.



8. Do the elves understand what they need to be doing to be successful?

Elves need to clearly understand what is expected of them in the workshop so they know how they will be measured for their Christmas bonus. Yes, they get a bonus! But just knowing that the beautiful toys they have made are appreciated is better than a bonus (so they tell me...)

9. What am I doing to recognise the good work of all the elves?

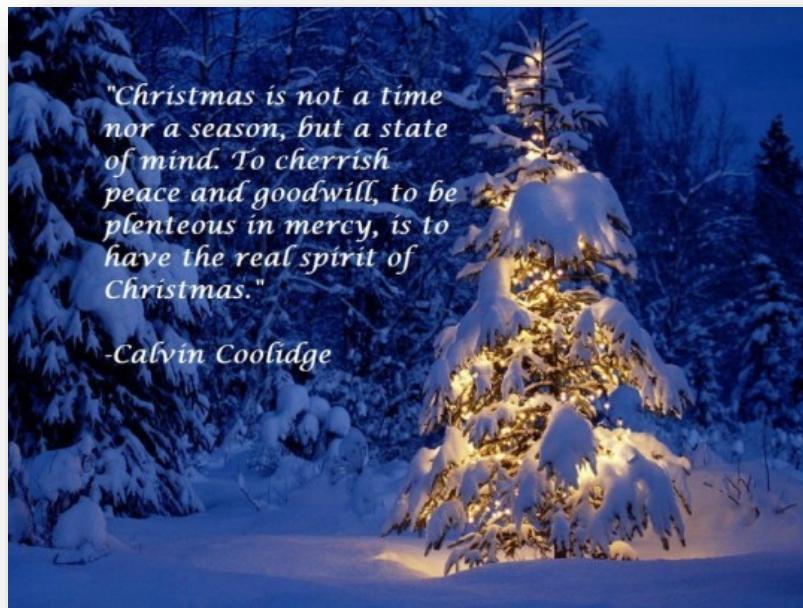
Elves want to hear what they are doing right and how their work leads to the success of the workshop. I come back on Christmas Day and we have a good chat about the gifts we delivered and the joy of the children when they are received. (I take a peek into the homes where no gifts were expected and gifts are delivered. Those smiles!!)



10. And when Christmas Eve is over and all the toys are delivered, how do we celebrate such a huge accomplishment?

There is nothing better than a good celebration to recognise a successful Christmas Eve. It is a time when the elves can take off their hats and let their hair down. We celebrate! And have Lions Christmas cake!

With acknowledgements to Beth Armknecht Miller from Executive Velocity, a top talent and leadership development advisory firm in the USA.



The 410E Global Leadership Team wishes you a peaceful festive season and trusts you will return with some innovative and wonderful ideas for serving your communities.



Regards
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