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Advisors to Management, Investment Bankers

Making the Impossible, Possible

The Four “E”s of Leadership

Investment Banking

- Mergers & Acquisitions
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- Recapitalizations
- Debt Financing
- Equity
- Strategic Partnerships
- Negotiations

Many books and articles have been written about the subject of leadership. There has been tremendous discussion in management circles about what leadership is. I will make it simple; the definition of a leader is someone who has followers. Are you a leader? Look around you, if you have followers, you are a leader whether you want to be or not.

Leaders are those whom people want to follow. They have a certain something that cause people to get in line with their ideas, directions and plans. Leaders are out in front; going somewhere. Some lead by example, some lead by serving, and some leaders are very motivational. They all have something in common: followers.

I believe that the responsibilities of a good leader can be broken down into what I call “The Four E’s of Leader-

ship”, the role of a leader is to:

Envision

Leaders are people with vision. They see where they want to go and where they want others to go. It is the responsibility of a leader to instill their vision into others; to help them “catch” the vision and make it their own.

Equip

A good leader makes sure that those they are leading have the equipment they need to get the job done. They make sure their people have the tools, skills and resources necessary to complete whatever tasks are necessary. If resources are lacking, it is a leaders job to acquire them on behalf of their people.

Empower

A lot has been said about empowerment. Frankly, most of it is a lot of baloney.



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Management Advisory

- Corporate Leadership
- Turnaround Management
- Business Planning
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- Training

The Four “E”s of leadership cont’d

Quite simply, people must be given the authority and power to do their job. Barriers need to be broken when they are in the way. People need to feel that they have permission to succeed.

Encourage

Once you have set the vision, provided the equipment, and granted the au-

thority to do the job, you need to remain involved and interested in not just the outcome, but the people responsible for it. People need encouragement. They need to be recognized, listened to, pushed a little. To encourage literally means to give courage. People fail and make mistakes. Many are afraid to risk, because they might fail. Encouragement

includes correction and admonishment, as well as accolades. An encouraging leader lets people know they are not alone. That you have as much at stake in their success as they do.

If you want to be a successful leader you would do well to remember the “Four E’s of Leadership”.