Colorful Leadership

Ten Ways to Harness the Power of Human Ingenuity

Steve Wille, PMP

Best practices and continuous improvement are great in the short run but they can lead into diminishing returns. In an era of disruptive innovation and globalization, you cannot afford to sit back using old practices. The long term answer is to invent new practices to compete with the new players. You might have to change your thinking and approach. This color model offers a method for multi-dimensional thinking. Take the same idea and see it in three distinctive ways before you act, and then do all three. We look at three simple ideas that are important to any leader: *show respect*, *get feedback*, and *get engaged*. For each of the three we see them from three perspectives, *process*, *people*, and *ingenuity*. Take a look and then try it yourself with other leadership ideas. Steve Wille's book, *Colorful Leadership*, looks at a multi-dimensional approach to management and leadership. He held senior level positions with several national and international corporations. He is currently manager of software engineering at a large financial company in Colorado.

Colorful Leadership - Harness the Power of Human Ingenuity

Green – Human Ingenuity

Avoid black and white decisions. Stop and think in color.

Red – People Relationship

Blue – Process

Show Respect - People
Even when you disagree, be gracious and kind.

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Respect everyone equally.
Take a break and get to know
the people on your team.

We are all worthy of being
treated with human dignity.

Red - People Relationship

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Respect the position, not the person. The people in the chairs will change over time. Respect each person's role and authority.

You have an important role for a period of time.

Red - People Relationship

Blue – Process

Show Respect - Ingenuity
Respect each individual differently and adapt to the situation.

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Respect individuality.
We are not all the same.

Forget the idea, "If we do it for you we have to do it for everyone."

Green – Human Ingenuity

Red - People Relationship

Blue – Process

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Measure everything. The numbers don't lie. If it is not worth measuring, it is not worth doing.

Objective measurements are essential for accountability and control.

Blue – Process

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Listen and respond with empathy. Find out how people really feel about what is going on.

Perceptions are not reality, but feelings are as important as reality.
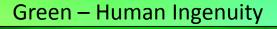
Red - People Relationship

Blue – Process

Get Feedback - Ingenuity
Do all three – numbers, feelings, wait and see

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Green – Human Ingenuity

Wait and see. Success often follows failure. Innovation requires experimentation. Give people time.

Sleep on it and look a second time.

Red - People Relationship

Blue – Process

Get Engaged - Ingenuity
Engaged workers get more done

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Green – Human Ingenuity

Ingenuity:
Self empowerment - do what you can with what you have. Encourage others, too.

Don't be a victim and don't let others be victims.

Get Engaged - Process
Meaningful work leads to meaningful contribution.

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Green – Human Ingenuity

Process:
Find a way to make a meaningful contribution.
Don't just fill the chair and wait to be told what to do.

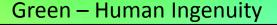*If you are not contributing you are not engaged.*

Blue – Process

Get Engaged - People
Empowered people, making a meaningful contribution, and feeling valued.

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Green – Human Ingenuity

People:
Everyone wants to feel valued. Make sure you value everyone and show it.

An unvalued person is an unengaged employee.

Red - People Relationship

Blue – Process