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.
Look at every situation from three perspectives, *process, people, and Ingenuity*.

**Colorful Leadership - Harness the Power of Human Ingenuity**

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

*Green – Human Ingenuity*

*Red – People Relationship*

*Blue – Process*
Show Respect - People

Even when you disagree, be gracious and kind.

Colorful Leadership - Harness the Power of Human Ingenuity

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.*
Colorful Leadership - Harness the Power of Human Ingenuity

Show Respect - Process
The people and process perspectives are different, and both are important.

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.

Colorful Leadership - Harness the Power of Human Ingenuity

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
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.*
Get Feedback - People
How do they really feel about it?

Colorful Leadership - Harness the Power of Human Ingenuity

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

Colorful Leadership - Harness the Power of Human Ingenuity

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

Sleep on it and look a second time.

Green – Human Ingenuity

Red - People Relationship

Blue – Process

Copyright © Steven Wille
Get Engaged - Ingenuity
Engaged workers get more done

Colorful Leadership - Harness the Power of 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.

Colorful Leadership - Harness the Power of Human Ingenuity

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

An unvalued person is an unengaged employee.