

Types of Leaders

Expert or connector

 By Douglas Miller



A leader is either –

- One who is an expert, where everyone walks out of the room in awe of their brilliance, knowing the leader is the smartest person in the room; or
- One who brilliantly connects with people, who draws out the best of those around them, everyone walks out of the room feeling they are the smartest people in the room.

Many leaders fail because they mistake themselves as the first type of a leader. A leader who anchors themselves improperly stunts growth and creativity, which results in disengaged and frustrated teams.

Properly anchored leaders make incredible things happen

There are only two different types of leaders and so many “leaders” are often confused by where they truly fall. Leaders have a tendency to believe, based on the power position they hold, that they are the smartest person in the room and are blind to the talent that surrounds them.

Imagine a meeting that you have attended. Either the leader of the meeting had such a wealth of knowledge and the learning you encountered was truly motivating OR the leader knew the talent within the room and leveraged this talent to accomplish creative thinking and viable solutions.

Alternatively, the leader mistakenly thought people viewed them as all-knowing, when they were not. What happened? I

would venture to say, some began to drift, hoping the meeting would end. Some became frustrated. Conflict arose.

In this very meeting - if properly calibrated by the leader - the leader would have motivated the team by their expertise and knowledge sharing...folks would have walked out of the meeting driven by the leader being the smartest person in the room and leveraged this smartness in their own work. OR the leader would have engaged the group using expert interpersonal skills, leveraged the talent with differentiated thinking...folks would have walked out of the meeting driven by everyone feeling they were the smartest people in the room.

An expert leader is rare. Most leaders are effective because they know how to connect with people. Effective leaders hire smart people and unfortunately are blinded by their own ego. Leverage smart people and lead creative thinking for unthinkable results. **LE**



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