



## Leadership Suggestion From The Back Seat #5: Be the “Us” in any Us vs. Them Scenario

When we are working with you as teammates and crew members, we need to know that our Captain is with Us versus Them. If your team members have the sense that you are just a present arm of upper management, evaluating our every move and reporting to the Chief about our mistakes and foibles, you won't have our loyalty for long. And without loyalty and respect, there is no effective crew. We don't expect you to cover up for us when we've done something wrong, but we do expect that you are always our teammate first and foremost, and a reporting authority/overseer as a distant second. In other words, we will have a much more bonded and effective team unit if you suck down instead of suck up. If you genuinely care what your crew thinks about you more than what your Chief thinks about you, you will rise in esteem on both counts.

Leadership Lesson from the Back Seat: No senior leader I've encountered in my 15 years working with Fortune 1000 CEOs and organizations has ever mentioned that a key attribute they look for in a manager is to report on the team. They all want managers and leaders who INSPIRE their team members to be the best that they can be in pursuit of their organization's and customer's goals. And that inspiration comes from knowing that they have a leader who is on their side, in their corner and there to facilitate their success--not report on their failures.

Be the leader that others want to work with and work for, and you'll find yourself in high demand for that next promotion to the Captain's spot in the front seat.

XO, Robyn



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