

LESSONS LEARNED PAPER
MAN 6930
EXECUTIVE LEADERSHIP
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Brief Lecture Title:

Class Presentations

Concepts Learned

- Team building can be a complicated ongoing process requiring a common purpose and commitment from all the members to maximize their skills and available resources.
- Happy motivated teams are the most successful, but how to create this in a team is always a challenge.
- It is very important to create significant methods for implementing innovation processes. Understanding how to create innovation is critical, but still not well understood.
- Culture is ground zero for any changes and processes in business, all processes and changes must start with the values and ethics of the culture.
- There are lots of ways for leaders to create change. Both good leaders and bad leaders can bring change, but their motives will always reveal the truth.
- Once a team member deceives, they will find it easier to rationalize and fall back to this uncivilized behavior again and again. It is a learned approach to selfishness.

Brief Summary

There are significant gaps in leadership research about how to keep a team together and motivated and how women are using their ways to lead. Tampa has a lot of female leaders, both good and bad. The bad leaders can be seen when they deceive and mislead people to do things, seemingly for no other reason other than simplicity, saving time or money. Often these people have ulterior motives or only want to show they can control a situation. Like Pat Bean, leading Hillsborough County. If she got a flat tire on the way home from work, most county staff would just pass her by. Many citizen and staff would stop, but only to throw eggs at her. However, if Pan Iorio got a flat tire most all the staff and citizens would go out of their way to stop and help her. Whenever involved in a team or a corporation and the leader creates a sudden unexpected change. Be suspect. Sudden changes for “simplicity” are often quick easy ways to deceive others for selfish reasons. If it was a valid productive idea it would have been suggested and discussed with all members at a suitable meeting. There should never be a good a reason for deception of team members. It might seem to be easier or beneficial to the corporation

and team members. But is it serving the mission and purpose of the team? Does it meet with the team values? Can anyone be hurt? Does it violate basic ethics or principals of fairness?

Good leaders will take risks and encourage members to utilize existing resources to expand their team skills. They will be upfront and direct with members, often even encouraging them to do just a little bit more. Often innovative leaders will make personal sacrifices for the growth and benefit of all the team members. Bad leaders deceive members; pull underhanded moves behind members' backs for their own selfish gain. They will pretend intelligent moves, like using existing resources was their own idea, or that an underhanded move was just "funny." Always recognize that as a leader with integrity personal gains are not as important as the team or corporation. Simply checking the obvious motives of the leader will give you a better understanding of the truth. Is the leader's decision benefiting everyone or meeting the missions and goals better or is it something else? Seeming useless deceptions are often for ulterior motives.

Like with Enron deceptions might go unnoticed at first and seem to give members and leaders an edge. However, sooner or later the negatives are recognized and all future honest leadership opportunities and growth is forfeited. The Enron leaders will never be trusted again! What is a short term gain worth if it destroys all future long term opportunities. Also recognize that deceptive leaders will breed deceptive followers. Like in Hillsborough County many staff have been learning Pat's tricks and deception. Sure someone might stop to fix her flat, but just to get a cut of what she swindled from the gas tax or Tampa General. How is it ethical to expand and develop something that only creates more expense or risk for the citizens? That happens all the time in this county. The State Concurrency Regulations require the supporting infrastructure before building anything. However, the development along Bruce B Downs will increase until grid-lock so the county can double the gas tax or property tax and all the citizens will thank them. Citizens think County officials are there to serve and protect, they write the rules only so they can be the only ones to profit by breaking the rules. Whoever saw a cop get a ticket for speeding? Here the leaders' deceptiveness and lack of integrity has been learned by countless followers.

This is true for many governments and the military. These groups strive on deception to function and succeed. It's a system designed to teach deception even to the most honest and civil. A society raised on TV really has to struggle to remain honest and direct. So many things in the culture itself encourage and justify deception. Children learn to lie to deceive before they can walk, with most

parents using the TV as a babysitter. That's why there is no integrity in Washington D.C. and a very high crime rate in the USA. Many foreigners say there are no values and ethics here, as our leaders exemplify. But what else do we teach our children? What was learned in this class?

From the perspective of the criminal, he had no choice but to go postal. The leadership is all corrupt. They appoint corrupt comrades to form the disciplinary boards. And then appointed citizens acting on the civil service review board are previous employees or ex-military. You ever wonder why ex-military get priority for all government positions? They have learned to follow orders, no matter what. Once a deceptive back-stabber, always a deceptive back-stabber.