



Your Partner in Facility Management.....

Leadership in Facility Management

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Leadership is about influence. As such, every facility management practitioner (FMer) is or has the potential of being a leader. In this month's FMSolutions' Newsletter, let us learn the 5 levels of leadership development, by John Maxwell, and how we can relate to leadership in facility management.

Level 1: Rights

The lowest level of leadership is based on rights or positions. Some leaders exert their authority solely by their position. We call this "pull rank" in the army. Such leaders will not find many followers. The best way to test whether you are in this level of leadership is to ask your subordinates, contractors or vendors to do something beyond the job scope or beyond your level of responsibilities. Leaders who operate at this level find minimal co-operation from their followers beyond their job scope. Generally, their followers are characterized by low morale and high staff turnover.

Level 2: Relationship

While many people start off leadership by being appointed to the position, it will spell trouble if you remain there for too long. You should move to next level of leadership, which should be built on relationship and rapport with your followers. We call them the people-oriented leaders. They know the followers by name, their strengths and their struggles. People will work for you and trust you because you know them as friends.

Level 3: Results

While people who operate in level 2 are more effective than those operating in level 1, they must ultimately show results. At the end of the day, leaders must be able to influence their followers to deliver the results. Failing which, such leaders will be better off as friends than as a boss. People like to follow leaders who are achievers.

Level 4: Reproduction

No equipment can go on operating without breaking down. Likewise, leaders who continue to operate at level 3 will burnout in no time. Level 4 leadership is about reproduction. The wise and effective leader is one who invests his or her time and energy to reproduce leaders. In this way, he will not become the bottleneck of your own success. Reproducing leaders is about multiplying your impact. Leaders who want to leave a legacy must reproduce leaders

Level 5: Respect

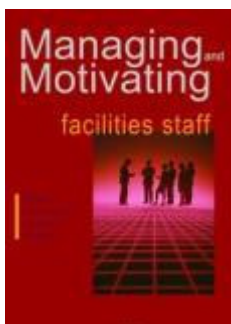
This is the highest level of leadership that is earned and bestowed on you by others. People trust them because of who they stand for. Level 5 leaders have one common characteristic ie they all have integrity.

Conclusion

It does not matter which level of leadership you are operating on today. The question is whether, as a FMer, whether you intend to remain there forever or are you challenged to move to a higher level of leadership effectiveness.

"To start you don't have to be good. To be good, you have to start!"

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