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TIP OF THE SPEAR

A Tactical Approach to Safety
Leadership

MANAGEMENT vs LEADERSHIP

Noun:

- The process of dealing with or controlling things.
- The people in charge of running a company or organization regarded collectively.
- The responsibility for and control of a company or organization.
- The treatment or control of diseases, injuries, or disorders, or the care of patients who suffer from them.

Verb:

“The action of leading a group of people or an organization. That's how the Oxford Dictionary defines leadership. In simple words, leadership is about taking risks and challenging the status quo. Leaders inspire others to achieve something new and better.





HOW PEOPLE BECOME A “LEADER”

- Technically proficient at their job?
- Who they know or who they're related to?
- Obtained a degree or certification?

What two traits are most important for leaders to have?

1. Performance

2. Trust



PERFORMANCE

BAD LEADER	GOOD LEADER	GREAT LEADER
BAD LEADER	AVERAGE LEADER	GOOD LEADER
BAD LEADER	BAD LEADER	AVERAGE LEADER AT BEST

TRUST

TOXIC LEADER

How do Navy Seals
make it onto
Seal Team 6?




There are more bad leaders than there are good leaders

Good Leaders are Rare and Bad Leaders are Common

Good Leaders

1. Ability to effectively communicate
2. Ability to influence
3. Ability to inspire
4. Respect and Trust (gives and earns)
5. Humility/No ego
6. Willingness to learn/Continuous Improvement/Evolve
7. Master of delegation/Empower others
8. Honesty/Integrity/Ethical
9. Flexibility/Able to manage change
10. Vision/Forward & strategic thinking
11. Gratitude/Gives team all credit and celebrates their success
12. Industry competence/Credibility
13. Teacher/Develop other leaders
14. Enthusiastically leads by example
15. Self-aware
16. Empathy/Ernest caring for team

Bad Leaders

1. Inability to Follow
 2. Inability to Effectively Communicate
 3. Feeding Pride and Vainglory
 4. Setting Unrealistic Expectations
 5. Refusing to Accept Blame
 6. Avoiding Conflict
 7. Micromanaging and Failure to Relinquish Control
 8. Failing to Encourage Team Members
 9. Focusing on Self Rather than Team
 10. Failing to Listen
 11. Not Authentic
 12. Know it all
 13. Claiming Others' Ideas as Your Own
 14. Failing to Grow
 15. Playing Loosely with Ethics
 16. Unwillingness to Change
- 

Leadership is
not about rank
or title; it is
about
inspiring the
people beside
you

Here is a list of a few of the best leaders in history:

- **Mahatma Gandhi (1869–1948)**
- **Nelson Mandela (1918–2013)**
- **Winston Churchill (1874–1965)**
- **Martin Luther King, Jr. (1929–1968)**
- **Abraham Lincoln (1809–1865)**
- **Mother Teresa (1910–1997)**
- **George Washington (1732–1799)**
- **Dalai Lama (1935–present)**
- **Franklin D. Roosevelt (1882–1945)**



Motivation vs Inspiration

“Motivation is like a cup of coffee; you might motivate someone and after an hour or two the caffeine wears off; the motivation might wear off. But, if you do it right and you inspire someone, that inspiration lasts a lifetime.”

~SgtMaj Jean-Paul Courville,
USMC (Ret)

There are no bad teams, only bad leaders.

You must have a Leadership team that “Leads” Health and Safety with Enthusiasm.

Leaders



Recommended Reading:

1. Extreme Ownership
2. The Dichotomy of Leadership
3. How to Win Friends & Influence People
4. Frontline Leadership – The Hurdle





Questions/Comments