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Have you ever been frustrated by managers or leaders who don't share information with you? Or are you someone who likes the power you feel by keeping secrets and/or hoarding information from associates?

Too often many managers and leaders take some private pleasure in knowing something that others do not know. This is because, for the most part, that it gives them a sense of added power over others. Of course there are times when some information can't be shared because of its timing or its potential violation of someone's personal privacy. But if the information affects business operations or strategy, it should be shared in a timely manner.

When people in an organization don't know what's going on, they will begin assuming things. What's worse, they may assume something that is not so, and even worse than that, they may act upon those incorrect assumptions.

The managers and leaders who don't share information out of fear of losing some of their power have it all wrong. The most powerful people in charge are typically those who share information with their direct reports, thereby giving the latter the power to become self-directed.

You've probably heard this before--and it's an important fact for managers to be constantly aware of--people don't act upon the facts; they act upon their perception of the facts. Therefore, it is vital for managers to see to it that the facts and the perceptions match--and sharing information enables that.

Very little goes on in an organization that needs to be secret. Usually the things that are kept secret are for timing purposes--when a few weeks may be required in order to get the details worked out--or when a date is established for an important announcement.

The delight some managers feel in holding unnecessary secrets from staff is potential trouble. If your people are

acting on incorrect assumptions because you fail to share information with them, you're flirting with career disaster. It's just a matter of time before everything caves in. It is more difficult to correct people's knowledge of what *is not so* than it is to let them know what *is so* in the first place. So let them know!

Your eyes, ears, and brain can only be in one place at a time. If you don't want to be hectically bouncing from place to place all day long (because you're the only one “in the know”), then proliferate what you've seen, heard, and learned. This will enable others to make timely decisions on your behalf, saving you valuable time in your day while increasing overall effectiveness of the organization.

Organizations that keep secrets will almost always be a step or two behind organizations that don't keep secrets. Be the manager and leader who sets their people free with information and power to achieve greatness!

~ The End ~