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If you're aspiring to be an effective leader, know and understand that there will be times when you need to offer a helping hand to a worker asking for help. This means you have to do it on the spot at that very moment. If you're not willing to offer your hand, your tenure as a successful leader is destined for a short life.

If workers are constantly asking for help, then it's necessary to analyze your work environment to ensure your labor force is adequate. This may require a manpower study by human resource specialists.

If a manpower study reveals a need for more workers, then hire more people. If the budget is too tight for hiring, then reduce the number of tasks associated with work objectives. If the study reveals your workers should be capable of performing their routine tasks with little or no help, then you probably

Tie people's boots when boots need tying

need to weed out your complainers and replace them with people who have the right attitude and energy to give 100% at work.

Even if you have a perfect worker-to-task ratio, there may be times when you, despite being the boss, will simply have to jump in and help. Some days could be more strenuous than others and there's nothing wrong with a boss taking notice of a weary employee and lending a helping hand. This is called servant leadership and servant leadership is often required to successfully lead.

I offer you advice to read up on Army General Matthew B. Ridgway. He understood about servant leadership and how teams consist of everyone--both leaders and followers.

When he took command of a demoralized U.S. 8th Army during the Korean War, he immediately went to the front and visited with his soldiers. Once, on a wet, dark morning, he stood beside a road as a group of tired Marines

walked by carrying heavy loads. One young Marine, too laden to bend down, was tripping over the laces of his boot which had become untied. In the dim morning light, he called out to a group of soldiers who were standing near by, "Hey, would one of you sons-a-bitches tie my boot?" The commander of the 8th Army knelt in the mud and tied the Marine's boot.

General Ridgway did not do it for show, nor because he was a general. He tied that Marine's boot because he was a soldier first, a member of a team, a soldier who had the impulse to help a fighting man, a man in trouble. He did what he needed to do at that precise moment to increase the chances of the team succeeding.

That's what successful leaders do for their people when the going gets tough or when someone stumbles or struggles. Great leaders tie people's boots when boots need tying.

~ The End ~