

## FROM THE VAULT: The Accessibility of a Leader

**Harsh Reality:** The more successful we are, the less accessible we become.

**Dilemmas for Leaders:** Who gets my time? When do they get it? How much do they get? What sources of information do I want to remain accessible to?

### COMMON REACTIONS WHEN FACING THIS DILEMMA:

1. Refuse to deal with the reality that you can't be as accessible as you used to be and burn out trying to be all things to all people.
2. Decide you won't be accessible to anyone since you can't be accessible to everyone.

\*Neither approach works. Leaders must find a way to manage this tension and land somewhere in the middle.

**DO FOR ONE WHAT YOU WISH YOU  
COULD DO FOR EVERYONE.**

Great leadership development happens when you give **more attention to fewer people**. It's not fair, but fairness can lead to disengagement. Change can only take place when people are engaged.

### WHAT THIS LOOKS LIKE:

1. **Go deep rather than wide.** Pick a handful of people and go deep with them rather than spreading yourself too thin trying to reach everyone in the organization.
2. **Go long-term rather than short-term.** Meeting with a handful of people for a full year will produce results, while spending thirty minutes with every person won't yield much.
3. **Invest time, not just money.** Supporting a charity financially is good, but giving them your time is how lasting change can happen.