

FROM THE VAULT: The Principle of Strategic Presence

The Principle of Strategic Presence: If you stand in one place long enough, the organization will eventually organize around you.

3 THINGS THAT CONTRIBUTE TO STRATEGIC PRESENCE:

TALENT

1

If you have a super talented person that no one feels they can compete with, they won't.

The talented person then becomes the go-to person in knowledge, skill, performance, etc.

LONGEVITY

2

The longer someone sits in a particular seat, the less likely it is that anyone will feel the responsibility or pressure the person in the seat feels.

LEADERSHIP HABITS

3

The forward motion of leadership creates a wake; in the wake are the people doing the things the leader doesn't want to do or isn't good at. But what's *not* in the wake are the things the leader does not want to let go of. This creates a specific pace and rhythm for the team.

*These aren't bad things, but we need **awareness** of this principle because if you're not careful, what is normally seen as a strength can become a weakness.

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This principle can weaken the organization:

While people are hired to do specific tasks, as a point leader you carry a great deal of responsibility for high level tasks. Falling into this principle can create a personality-dependent organization because employees rely solely on one person to fill an essential spot and never think about or feel the pressure of those tasks.

Loss of potential and productivity throughout the organization can be a result because it's possible the leader is standing in the wrong place, yet the organization still organizes around them. When this happens, it creates a lid to the team's progress.

HOW TO AVOID THIS BECOMING A PROBLEM:

1

Determine your strategic presence.

What do you do habitually that no one else considers doing or thinks about?

What pressures, responsibilities, and tasks do you hold that, over time, no one thinks about?

In what areas are you the go-to person?

2

Determine where you make your greatest contribution.

The area you add the greatest value is the epicenter of where people will stay out of your way and not make decisions.

Begin to replace yourself in the area you are most critical—don't stop what you are doing, but start developing others who can do what you do.

3

ASK:

How can I share responsibility?

How can I share knowledge and opportunities to make decisions?

How can I involve people?

What can I do to ensure my presence doesn't stifle progress?