

# Leadership and Leading from the Values

By Neville Knowles

All will agree that having a set of well understood values is vitally important in any organization. Values no differently than the Ten Commandments Moses delivered will bring order from disorder. Or will they?

In my leadership coaching role within organizations one of the primary gaps I experience is leaders in their capacities not knowing HOW to lead from the values as established or even thinking to do so given a behavioral issue.

Values can be most helpful in aligning behavioral context amongst all stakeholders alike.

Commonly an extensive process has been undertaken in developing the values wherein outreach has occurred to collaborate and distill 4 to 6 primary values as a structure from which to work Culturally.

A Mission/Vision Statement and Values are noted commonly on a plaque and mounted on the walls of the organization in the various departments. All feel good about the co-creative exercise of the initiative, a sense of the new beginning and that's where the matter ends unfortunately!

Leaders need be taught how to lead from the values. The assumption that they will know HOW to a the gap.

In facilitating group training associated with values implementation we do so through experiential story telling. The story(historical) gives us a platform to evolve strategy on HOW to align value(s) to misbehavior specifically. We commonly are asked to return months latter to monitor progress and deepen the learning.

As a Cultural initiative no other undertaking is as important as getting Values creation and integration right!

About Neville Knowles - He's founder of the Knowles Leadership Group of London, Ontario and can be reached at 519 641 5365.