



My Eight Tips on Leadership

*Most Worshipful Union Grand Lodge
Most Ancient and Honorable Fraternity
Free & Accepted Masons of
Florida, Belize, Central America & Jurisdiction, Inc.
Prince Hall Affiliated
Founded 1870
The Honorable Walter Gulley, Jr.
Most Worshipful Grand Master*

- **Leadership is much more than Management -**
 - **Leadership is the art of accomplishing more than the science of management says is possible.**
 - **Leaders can be found by the trail they leave behind.**
 - **Leaders are flexible. Capable of change; responding positively to change; being pliable, adaptable and able to deal with ambiguity. Realize priorities change.**

- **Leaders need to convey the values of the organization by their actions and not just their words**
 - **Leading by example will inspire your Leadership Team to embrace organizational values and provide a sense of community within the organization.**
 - **Your Leadership Team is watching your every move. You need to set the example in all your actions.**
 - **If you aren't getting shot at, you aren't leading. If you don't make mistakes, you work too little. It comes with the job.**
 - **Not only do you lead your team, but you also lead one up. Provide your leadership with the tools/insight they need before they ask for it. Leaders like to know that someone has their back too!**

- **Never compromise your integrity**
 - Integrity is a core value of Masonic Leadership and I would argue a core value of every organization. It needs to be clearly articulated from the leadership and visibly practiced by all throughout the organization. Not only do what is right, but do the right thing.
 - A reputation lost is seldom recovered, and your subordinates will quickly lose trust in your leadership when ethics are compromised. Remember, they are watching you.

- **Know your people**

- **Hire the best!!!! Surround yourself with personnel that you may want to work for someday and expect to lose them. The best leader is one who has sense enough to pick people to do what he wants done. And the self-restraint to keep from meddling with them while they do it.**
- **Take time to get to know your Team. Assess their abilities – their strengths, skills and weaknesses.**
- **Be approachable – let your Team express their ideas and concerns. You want to get all the great ideas that exist throughout the organization.**

- **Learn to Listen**

- **After more than 31 years working for the Department of Defense and leading at multiple levels, I've concluded that listening is the single most important skill a good leader can cultivate.**
- **A leader who doesn't listen well risks missing critical information, losing (or winning) the confidence of workforce, and forfeiting the opportunity to be a proactive, hands – on – leader.**
- **A great leader has empathy. Demonstrating caring and understanding of someone else's situation, feelings and motives; always thinking what it's like to walk in someone else's shoes.**

- **Leaders need to be learners**
 - **Learning new information, new skills and learning from your mistakes. We all make them.**
 - **The day you stop learning is the day they plant you in the ground.**
 - **Leaders are curious. Eager to know and learn; always giving special attention to the less obvious; always being a person who says “I want to know more about that....”**

- **When in charge, take charge**
 - **Don't be afraid to make the hard decisions. Be fair and consistent.**
 - **If you make a wrong decision, own it. Be willing to admit you made a bad or wrong decision and change it.**

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