

WHS Band: Leadership Wired

Respect

Respect is a big word that gets thrown around a lot in organizations. It is a word that I believe tends to lose its importance with the sheer volume of its misuse. Many times we confuse the reality of the concept with simply doing what our boss says, or obeying our parents. The truth is that personal leadership and establishing trust are major parts of creating a **respectful** culture.

If we are to accept this as part of the vision of our band, we must first accept the reality of our individual need for personal development as leaders within our program. A major step in the development of personal influence has to do with establishing and maintaining **respect**. As John Maxwell states in his book *The 21 Most Powerful Minutes in a Leader's Day*, "**Respect** is a matter of leadership-not position, title, or gender."

Respect, like trust, must be established on several different levels:

- Horizontal Respect deals with that which occurs between team members in an organization. This is both earned and given.
- Vertical Respect refers to the established structural leadership ladder within an organization as you move up the chain of command, be it by position, age, or experience.
- "Point of Origin" Respect is an internal evaluation. You have no hope of showing or gaining the **respect** of others until you first learn to respect yourself.

**Have you made it a priority to both give and gain respect on all three levels?
More importantly, do you respect yourself?**

These are tough questions. Let me suggest the following as a basis of personal evaluation and reflection as we head into a new year:

Respect yourself and your fellow team members

If you really want to influence others, you must start by learning to **respect** yourself. As Tim Lautzenheiser says, "*You can't give away what you don't have, and you are only worth what you can give away.*" The words confidence, devotion, ambition, and compassion that we use to define our band family first starts with an inner **respect** for ourselves.

Exceed expectations

After first meeting the expectation of self **respect**, the process begins to move outward. *Horizontal* and *vertical respect* begins to take shape when we start moving beyond those basics and start looking to meet and exceed the expectations of others. It is amazing what going the extra mile will do for the influence you have on others. Your leadership will begin to take on a new dimension as you begin to take others with you on the journey.

Stick to what you know is right

Demonstrate conviction to those you work with. Devotion and commitment are vital aspects of gaining and showing **respect** to others. It also says a lot about your level of integrity. Become a person that can be counted on to consistently do the right thing.

Participate in big picture thinking

Learn to exhibit maturity and security by passing the credit for success to other members of the team. After all it was John Maxwell that stated, "*When you see the big picture correctly, you serve the team more quickly.*" Reality check-it is not about you, it is about the TEAM!

Experience precedes the communication and definition of success to others

Learn to be a goal oriented person. You cannot influence others to success without first experiencing some of your own. There is no better medicine for the soul than personal success.

Contribute to the "fund" of others

Relationships operate on what I call the *bank philosophy*. We cannot begin making withdrawals of expectations without first making deposits of appreciation for effort. Establish yourself as someone that regularly thinks outside of themselves and learn to put others before you, both *horizontally* and *vertically* on the team.

Think ahead

Strong individuals understand that respect is an earned commodity. At the beginning of our time together this year, be proactive about the importance of seeking the respect of others through the consistency of your own actions and attitudes.

Vertical and *horizontal respect* starts with a *point of origin, yourself!* Increase your influence on our program in developing "a healthy team concept, strong individuals, and exceptional leaders" by first learning to respect yourself and your other team members. You will never regret this commitment to yourself and to your band!

Let's go have a great week!!

Mr. Smith

