

LESSONS IN LEADERSHIP

A Good Leader Shares Credit

Who 'Dun It'?

Everyone loves a mystery, but not when it involves one person getting all the credit for a whole team's effort. Good leaders know this and make sharing and giving credit a top priority.

TELL ALL Sometimes it's important for a group to have a face to put before a crowd, to help you achieve awards and goals. But the face can't take all the credit. And your acknowledgement must be sincere. So tell all—who did what and what that meant to your success.

GO PUBLIC What's the best way to share the credit?

- ▶ Say "we" instead of "I"
- ▶ Send emails and notes or speak face-to-face, telling others how important their role was in the group's success and give specific examples
- ▶ Publicly acknowledge individuals and their efforts

Sharing the credit is more than saying "thank you." It's also saying, "This person did this and here's how it was vital to our success."

Save any mystery for a good book review.

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➔ People I Know Who Share the Credit

- ▶ Look around, from the desk in the next row to the supper table at home to your community and nation. Who do you know who shares the credit generously, sincerely and without a personal agenda?

"MY GRANDFATHER ONCE TOLD ME THAT THERE ARE TWO KINDS OF PEOPLE: THOSE WHO WORK AND THOSE WHO TAKE THE CREDIT. HE TOLD ME TO TRY TO BE IN THE FIRST GROUP; THERE WAS LESS COMPETITION THERE."

—Indira Gandhi