LEADING TRANSFORMATION #67:

BARRIERS TO EFFECTIVE CELEBRATIVE LEADERSHIP

There are potential barriers to effective Celebrative Leadership. Change Leaders need to be aware of them, in order to eliminate or significantly minimize them.

1. PRIDE

When leaders think too highly of themselves in relation to others, they see themselves as the reason for success. The roles played by others are accordingly minimized in their thinking.

2. DESIRE FOR FAME AND PRESTIGE

Leaders who are consumed by the ambition for fame and prestige are threatened by the attention that others may attract. Those who are to be celebrated are rather treated as competitors.

3. INSECURITY

Insecure leaders are driven to derive their identity and worth from their achievements. They are threatened by and therefore intolerant of any potential competitors.

4. DESIRE FOR CONTROL

Some leaders have difficulty in empowering and releasing others to move to higher levels of success. They are therefore driven to control those who work in their space. They derive a strange satisfaction from exercising the power to control others.

5. WINNER TAKES ALL MENTALITY

Most leaders operate with “winner takes all mentalities.” They assume that they have the ultimate right for all credits and privileges associated with their realms of operation.

6. UNHEALTHY FOCUS ON THE NEGATIVES

When the tendency of leaders is to focus on the negatives, they are not able to exercise timeliness, consistency and/or generosity in celebrating others.

7. DECLARING VICTORY TOO SOON

It is important to celebrate early wins in change leadership. But this is different from declaring victory that the change initiative has been successful. When victory is declared too soon, momentum for the initiative can be lost, resulting in mediocre results or even failure.

8. LACK OF INTEGRITY

Leaders who lack integrity are not taken seriously when they exercise Celebrative Leadership. They simply lack respect and trust.

9. LACK OF AUTHENTICITY

When people know that the celebration is not from the heart and therefore not genuine, they do not make much of it. They see celebrations as nothing more than “show times.”

10. INJUSTICE

Injustices resulting from unequal scales, water down the credibility of celebrations. Honor must be given to whom honor is due.

When these barriers are sufficiently addressed, and Celebrative Leadership is effective, change initiatives can be successfully executed. Celebrative Leadership contributes to highly creative and high energy environments.

REFLECTION QUESTIONS

1. What are the potential threats to your effective practicing of Celebrative Leadership?

2. What should change in your thinking, attitudes, and/or actions in order to overcome those threats?