



Ethics in Leadership



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"It's amazing what you can accomplish when you do not care who gets the credit."

- President Harry Truman

Lead from where you Sit is this month's topic. John C. Maxwell identifies three principles to help leaders bring value and influence to and from every level of the organization:

1. **Lead-Up:** Leading up is the process of influencing a leader. This process includes lightening the leader's load by being willing to do what others won't, while knowing when to push forward and when to back off.
2. **Lead-Across:** Leaders in the middle of an organization are leaders of leaders. These leaders help peers achieve positive results, let the best idea win, and garner mutual respect. These leaders must develop and maintain credibility, and continually exert influence.
3. **Lead-Down:** Leaders at the top who lead down help people realize their potential, become a strong role model, and encourage others to become part of a higher purpose. This involves walking through the halls, transferring the vision, and rewarding for results.

"A 360-Degree Leader leads through influence, not position, power, or leverage. Often times they face the myth that they can't lead unless they are at the "top" of the totem pole.", says Maxwell. One leads from where s/he sits. In other words, we are all leaders. So, then, what does influence look like? Attitude, words and deeds describe influence. First, one is a follower. A follower has the attitude of doing what is best for the organization. Selflessness is an attribute of a follower. A follower with a positive attitude toward life and work is a valued asset. Positive people draw others toward them and build an atmosphere where growth can occur. Second, those who say positive things and support others have immense influence. They are recognized as leaders because of who they are.

Support of their boss and the boss's boss is an essential part of influence. Those who say good things have good returned to them. Lastly, those who do what they say they will do, are considered trustworthy and are respected. They are recognized by their leaders and, because they have a track record of performance, leaders listen to them. Peers see the example and results of those deeds and are willing to follow. Those who report to the 360-degree leader see opportunities to grow in their assignments.

Influence goes a long way in leadership. No matter where you sit in the CAP chain of command, you can be a leader. Leaders have the responsibility to grow and influence others to give their best.

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