

## **Effective Leaders Need a Bird's-Eye View**

*by Donna Rawady*

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Whether you're a CEO, president, general manager or managing executive, your ability to consistently maintain a comprehensive view of the organization you're leading is crucial. It's this bird's-eye view that will enable you to effectively direct, guide and facilitate what's needed to successfully strengthen and grow the business.

When leaders find themselves overly engaged in a particular aspect of the business, they may lose sight of the bigger picture. Although there are times when focused attention may be necessary, a leader's prolonged short-sightedness can weaken the momentum of a thriving organization, or worse, generate dysfunctional communications and operations. Individual contributors, as well as managers, are required to focus on a particular project or department within an organization. It's the leader of the organization who is responsible for setting expectations and standards for interdepartmental communications that will minimize noncooperation and maximize collaboration.

Healthy organizations have leaders who understand the connect-the-dots approach. Maintaining a full-page view allows a leader to promptly identify and understand the strong and weak links within an organization, and offer strategic direction. Your ability as a leader to dive in when you identify weak links, engage employees in recommending solutions, delegate effectively and promptly return to the helm and your bigger-picture view will allow you to continue to serve your employees and organization well.

In today's work environment, like their employees, leaders find themselves stretched to the limit with multiple and immediate demands. Search the Internet for "behaviors leaders need to demonstrate" and the search generates more than 16 million links. In the midst of incredible pressures to perform, making it a priority to maintain your view will catapult your ability to lead effectively.

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