THE YIN AND YANG OF LEADERSHIP

THE “yin and yang” expression is an ancient Chinese philosophy used to illustrate how, contrary to opposing forces are complementary in nature such as the earth and sky, day and night, or water and fire, to describe how harmony can be maintained in the universe. Similarly, the “yin and yang” concept may be seen in leaders who are able to balance the need to be firm and the need to be flexible.

Many times, leaders may be stern or closed-off to gain respect from their employees. However, without a blend of openness, employees may eventually lose any connection or sense of ownership to the company. For the most part, many of us may have nailed down one or the other aspect depending on our personality type or experience. However, consider these few tips on how to become a more balanced leader:

TEACHING AND LEARNING
Humility plays a big role in leadership. Being humble allows others to contribute their ideas, voice out their issues, and in turn, helps you grow as a leader. Leaders are still human beings. We all make mistakes. Being open with ourselves and owning up to our mistakes may make you feel vulnerable but it may also show that you can take responsibility.

“The challenge of leadership is to be strong, but not rude; be kind, but not weak; be bold, but not bullying; be thoughtful, but not slow.” — Jim Rohn

SEEING THE BIGGER PICTURE
Sometimes being balanced may require us to make decisions beneficial to the company or team as a whole even if that may require nudging people out of their comfort zones. At times, being a well-balanced leader may require us to see the bigger picture and assess the situation from there.

MANAGE BOUNDARIES, NOT PEOPLE
Having policies and procedures may allow leaders to release some control and allow employees to feel the need to constantly look over their shoulders. Instead of telling people the dos and don’ts, employees are given freedom to innovate but within certain guidelines.

HAVING BALANCE INTERNALLY
“What’s going on in the inside shows on the outside.” — Earl Nightingale

As the saying goes, ultimately a balanced leader externally is a balanced person internally. Having stability internally can reflect on one’s choices and actions.

By being a balanced leader, team members who feel connected to you as the leader and who feel valued or appreciated may go above and beyond for their company. A contented team member may result in a long-term, dedicated one. Creating a pleasurable workplace and being able to motivate employees not only demonstrate stability in you but also motivators around you.

This role thus requires a fairly senior leader who will be able to drive process rigor, work closely with customers to design, develop and deploy customised interventions and solutions, and to optimise the team towards high performance and quality.

3. General Manager, Assessments – Leaderonomics was recently chosen as the #1 Assessment provider at the recent HR Vendors Award. We want to continue to build on our great assessments business and are looking for a leader who will take this business forward. This person should have deep expertise in conducting talent assessments and have the ability to work with our customers to design and develop customised assessments based on their needs.

4. Learning and Talent Management Managers – Experienced individuals out there who are passionate about developing people, who like building deep relationships with their participants. Who have an eye for designing out-of-the-world development programmes and are able to guide people through challenging development activities, should consider this role. You must love execution and be able to manage the expectations of multiple stakeholders. The ideal candidate would be a business leader who wants to be part of a real action learning and experiential learning execution team.

As Leaderonomics continues to grow, we will continue searching for great individuals like you who want to put a dent in the World and make a difference in our country and in the communities around us. To apply for any of these roles, email your CV/resume to people@leaderonomics.com

For all the career opportunities, visit www.leaderonomics.com/publications

For more great interviews, look us up by typing “Leaderonomics Media” on your web browser.

We can help your business grow through advertising and advertorials. For more information, please contact our general manager, Ian Lee at ian.lee@leaderonomics.com or by calling him on +6016 9747 087

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