

Leading without a Title

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We now live in a world where every single one of us has the opportunity to show leadership in our work and within our daily lives, every single day. This isn't simply a motivational platitude. It's a reality that organizations like Apple, Google, FedEx, Amazon, and Nike achieve everyday. Leadership isn't about the title on our business cards. Leadership is about the strength of our influence, our willingness to innovate, the quality of our attitude and our commitment to excellence. Simply put, leadership isn't something that only executives do. Leadership is a behavior that anyone can show, regardless of their title.

Robin Sharma, the author of the #1 international best-selling book, *The Leader Who Had No Title*, outlined nine smart moves that you can make today to start changing the game and create exceptional results.

1. A Title is Not Needed

Leadership has less to do with the size of your title than the depth of your commitment. There are many front-line employees, medical assistants, and front desk staff doing their work like Picasso painted. Contrary to popular belief, leadership isn't really about authority. It's about a choice you can make to do your best work each and every day, regardless of your role within the organization.

2. From Victim to Leader

No great career, business or life was ever created on a platform of excuses. Playing the victim by blaming your boss, the economy, the bureaucracy, or the culture will only amount in less than mediocre results. *Leaders without a title* are different. They know that they have the power. It

may not be the power granted though a title like CEO, but they know that they have the power to drive positive change. They have the power to see opportunity amid crisis. They have the power to encourage everyone on their team. Most importantly they know that they have the power to lead by example. In the end, *leaders without a title* know that if they're not leading by example, then they're really not leading at all.

3. Innovate or Stagnate

To *lead without a title* is to leave everything you touch better than you found it. Mediocrity happens when people refuse to change and improve all that they do. Some U.S. car companies are a sad example of this. They slowed down their devotion to innovation and the competition ate them for breakfast—and in some cases, put them out of business. The best leaders have a hunger to constantly improve. It's such a deep part of their psyche that they know no other way to be. That's the edge that makes them great.

4. Add Value vs. Waste Time

Success comes from the value you add rather than from the busyness you show. What's the point of being really busy doing the wrong things? Leadership is a game of focus. Focusing on fewer but smarter activities, the ones that create real value for your teammates, patients, and the world at large.

5. Put People First

We must always remember that people do business with people that they like, trust, and respect. So build your team. Meet your patients. Deepen human connections. Treat others with

respect. Most importantly, put people first.

6. Strength from Adversity

To *lead without a title* is to hunt for opportunity amid every adversity. Every setback has the seed of opportunity. Companies like Apple and Amazon were built because their people refused to give up when faced with adversity.

7. Go to Your Limits

The more you play out on the edges of your limits and take intelligent risks, the more that your limits will expand. Each day at work, do things you know you must do but are scared to do. That's how you build your leadership capability and access more of the leader within you.

8. Lead Yourself First

You cannot be an effective leader if you haven't done what it takes to lead yourself. Get to know your values and decide what it is that you want to be known for. What do you believe in? What drives you? Becoming clear on how you would like to lead yourself will make it easier for you to lead others.

9. Give Back a Legacy

Success is good, but significance is even better. Even the longest life is pretty short, and all that matters on your last day is the difference you've made and the people you've helped.

As you *lead without a title*, always remember that you are capable of making an extraordinary contribution through the service that you provide. Title or not, you are a leader. ▶

Think Like a Leader

Before you can behave like a leader, you must be willing to think like a leader. Below are inspirational quotes spoken by some of the greatest leadership minds, both past and present. Use their words as a reminder that you too are a leader, and that you can make a significant difference regardless of your role. Leading without a title means to consistently behave like a leader by inspiring others with your actions.



If a man is called to be a street sweeper, he should sweep streets even as Michelangelo painted, or Beethoven played music, or Shakespeare wrote poetry.” —Martin Luther King, Jr.

A great leader’s courage to fulfill his vision comes from passion, not position.” — John Maxwell

I suppose leadership at one time meant muscles; but today it means getting along with people.” —Gandhi

The key to successful leadership today is influence, not authority.” —Kenneth Blanchard

By changing nothing, nothing changes.” —Tony Robbins

Courage is not the absence of fear, but the triumph over it. Cast off your chains. Lead.” —Nelson Mandela

Never doubt that a small group of committed citizens can change the world. Indeed, it is the only thing that ever has.” —Margaret Mead

Management is doing things right, leadership is doing the right things.” —Peter Drucker

The truth is that you either lead by example or you don’t lead at all.” —Kouzes & Posner