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Humble leadership improves results

Some say it's hard to be humble but humility is an essential characteristic of good leadership. Humble leaders are acutely aware of their shortcomings and weaknesses and they are open and honest about it. As a result, they surround themselves with strong people who will help them fill some gaps in their competencies. Humble leaders are good listeners who are always open to new ideas and advice from everyone they meet, regardless of their level and status in the organisation.

One of my favourite sayings is that humble leaders look in the mirror for reasons for failure and they look out the window for reasons for success. Their greatest strength is their open-minded approach to learning. Great leaders continuously learn. They never get to the stage of their career where they believe they know everything - or even enough. They look for learning opportunities in everything they do. They are not judgemental but accept that failure is essential for learning. They are tolerant of the mistakes in others because they are aware of their own mistakes.

Because they are great listeners, they are good communicators. They show love and respect for people and this in turn results in people loving and respecting them. They are fair and just and will never display favouritism because they know that 'favourites' are generally people who agree with everything you say, and as such do not contribute to their personal development. The primary gain of humble leadership for organisations is the increased capacity of contribution. Humble leaders create an environment of continuous learning and continuous sharing of knowledge, which has immense benefits for organisational effectiveness and growth.

The fact that humble leaders are not afraid to share their knowledge with others provides opportunities for coaching and mentoring. The non-threatening environment they create ensures that people in the organisation are more open about their weaknesses and are eager for learning. It may sound like a contradiction but the best thing to gain from humility is respect. People relate to people, not superheroes. Many, if not most, people are put off by arrogance and a "know it all" attitude. Unfortunately, this type of attitude is rife at all levels of management. It is often an internal lack of confidence that causes people to overcompensate through arrogance.

Some may see humility as a sign of weakness. Maybe if you are in the middle of a boxing match showing 'humility' may be a sign of weakness. Sharing all your weaknesses with your opponent will probably result in you lying on your back with a sore jaw. But in business, humility shows that you are human and approachable, which has major benefits. Don't forget that great leaders never compromise on their strengths and use this extensively to benefit the organisation and others. This again results in increased respect.

The first step towards increased humility is to develop an awareness of your strengths and weaknesses. Another key step in the right direction is to listen attentively to the feedback from others. Without being judgemental listen

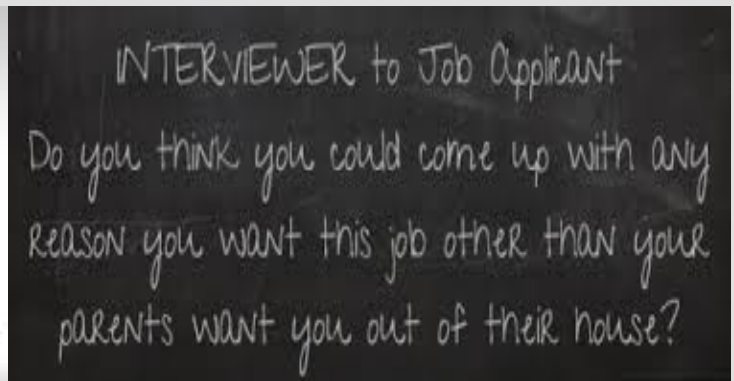
to the message behind the message. Even when people are on the attack, not becoming defensive or aggressive may allow you to pick up the key area for your personal development hidden behind all the negativity. The outcome will be increased respect, learning, growth and improved interpersonal relationships. And on a personal level the outcome is a feeling of relief because you no longer have to try to be perfect.

Article written by Winks Jansen Van Vuuren: Business Development director at Henley Business School Africa. extracted from <http://www.leader.co.za/article.aspx?s=23&f=1&a=6042>

November Jokes

Employer: "For this buyer's job, we need someone who is responsible."

Applicant: "I'm the one you want. In my last procurement job, every time there was a problem, they said I was responsible."



Orange Recruiting (Pty) Ltd 2015 Annual shut down

Our offices will be closed from 15th December 2015 and will reopen on 4th January 2016. However we will be available remotely and on email - feel free to contact Julie Burger (082 550 0959) or (julie@orangerecruiting.co.za)

Wishing all our clients a relaxed festive season and a flourishing 2016



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