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June 2016 Newsletter

## Types of Leaders Who Lose & Win

**The top reason employees leave organizations** is due to poor relationships with their direct supervisor. This fact has been documented in articles so often that it's becoming a cliché: people don't leave organizations, they leave managers. The majority of the time when people vote with their feet, they are voting against management.

The average organization is losing up to 7% of its annual sales due to poor leadership. That's over \$1 million per year for an organization with \$15 million or more in annual sales.

### Leaders Who Lose

Here are the management styles that generally cause poor morale, turnover, lowered productivity, poor performance, conflict and confusion:



- **Heavy-Handed:** is one who abuses their supervisory powers and intentionally oppresses those employees under their direction. This management style can be described as dictatorial, militaristic, arbitrary, and abusive.
- **Foul-Language:** is one who criticizes employees with profane and abusive language. This management style is a turnoff to many employees inasmuch as they are genuinely offended by the language and frequently perceive that the offensive vocabulary is directed at them personally.
- **Buck-Passer:** is one who is insecure in their management role and identifies with the rank and file employees instead of management. This management style is displayed by the supervisor who is constantly critical of management.
- **Forked-Tongue:** is the typical inconsistent individual who speaks out of both sides of their mouth. It's not unusual that their management style involves playing favorites among employees under their direction.
- **Space Cadet:** is one that prefers to close the door and occupy their office. They say one thing, and then another and every directive is overturned down the line by them.

[Read More About Leaders Who Lose and Win](#)

[Contact Me](#) with any additional questions.

## FREE ASSESSMENT

### What Are Your Leadership Traits?

Following are several self-assessment questions that might be useful in determining whether you will face challenges in riding the waves of management and leadership.

[Assess My Leadership Traits](#)

### A Kids Perspective on What Makes a Good Leader

From listening skills to allowing for creativity, these kids are wise beyond their years. This video from Tim Allison is a must watch!



[Watch Now](#)

## FEATURE BOOK



### Leading Total Quality: Management's Role Aligning Leadership and Total Quality Practices

By: Orlando E. Blake PhD CPT

How do some organizations consistently achieve high quality products and services? In concise and straightforward language, Dr. Blake explains how the best organizations combine total quality and great leadership practices to create and sustain total customer satisfaction.

[Order Here](#)

For any questions related to your business, please contact me. I would be happy to learn more about your organization.

Sincerely,

***Orlando E. Blake, PhD, CPT***

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"I left completely delighted with a much better understanding of my clients, my business and most importantly, myself as a leader as well as person... I ensure you that what you will take away from this experience will far outweigh any monies that you invest."


V. L. Phillips, President, iap Consulting

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