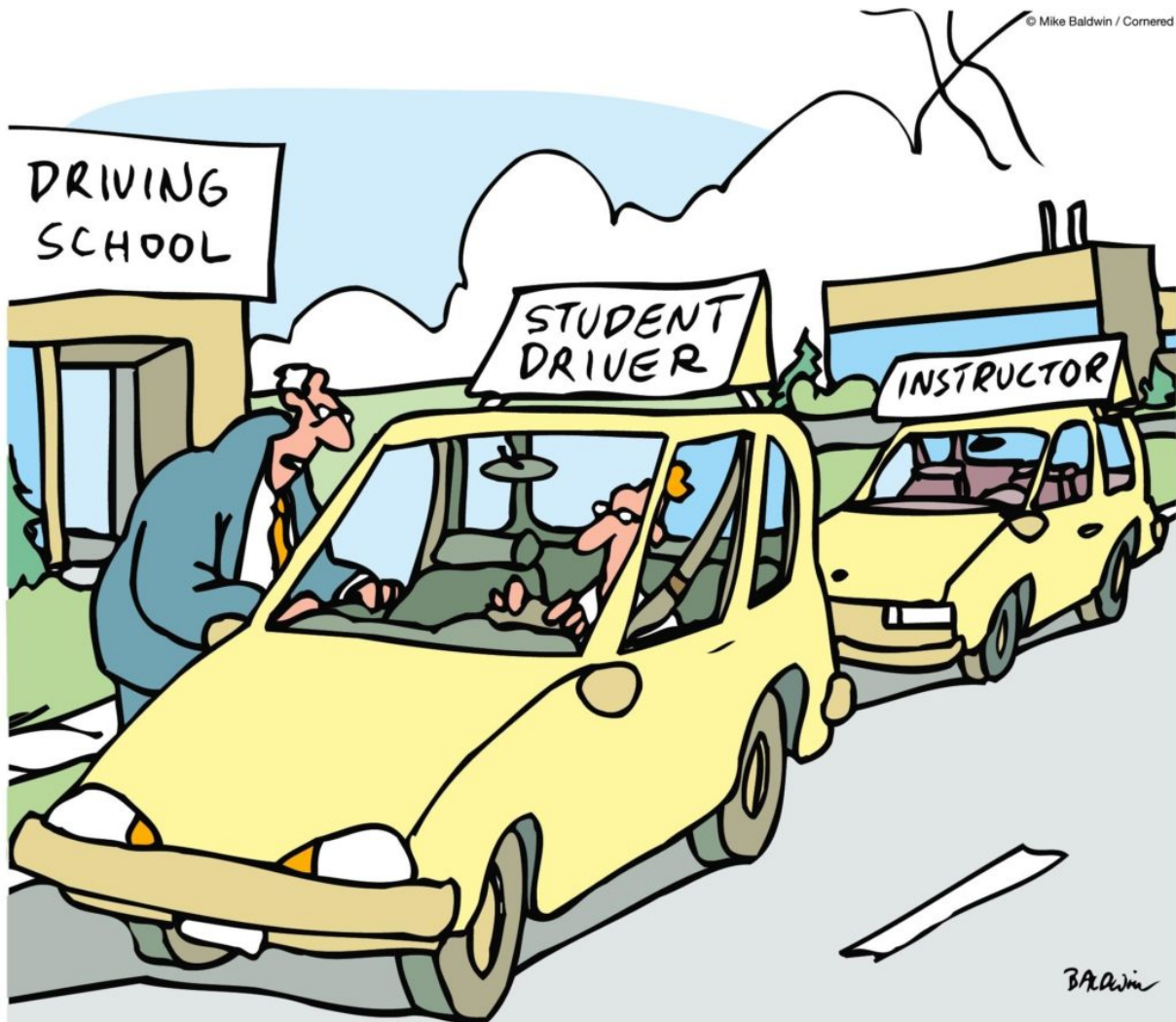


I'm bothered by drivers who are at the front of the line at a traffic light but don't move when the light turns green—a lesson for leaders.



“Check your rearview mirror often. I'll provide feedback through rude hand gestures and screaming obscenities.”

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This is a commonly shared frustration. It's been with us since the invention of the auto, but it's gotten worse because of mobile access to social media.

It frustrates me when people are unconscientious, unfocused, and unaware, particularly if they are positioned such that their lack of focus affects other people. For instance, if I'm *beside* you at a traffic light and you don't move when the light turns green, no problem, I'll drive on. But when you're in the front of the line and don't move when the light turns green, it adversely affects everyone behind you because we *can't move until you move*.

Let's apply this “I can't move until you move” dilemma to leaders of organizations. This problem occurs when a leader (the one out front) is passive or indecisive. Momentum stalls because the leader won't take his foot off the brake. For a while, the organization may continue to survive—trading water based on previous initiatives and current operational systems—but there's no forward movement so eventually the group will be stymied.

Leaders, that's why you must *initiate*. Move your foot from the brake to the accelerator. Your followers will

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Think with me

not go around you and probably not even honk because they want to be compliant, loyal followers; so it's up to you to begin.

Equally damaging is for a leader to press the accelerator before he or she knows the right direction in which to go. This produces unfocused and wasted activity. The solution is for the leader to have clear and compelling vision, communicate well, and then get going. [Crafting vision is one of the [12 indispensable skills in the Lead Well curriculum.](#)]

Remember, leaders: your followers won't move until you move, so move.