

# rB De-Evolution of Boss-dom | Rod Brace

<http://rodbrace.com/article/boss-dom>

The boss is on the way out. I hope. Too many of the unattractive elements of enterprise are often at the hand of the boss. In this sense, the boss is the tyrant assigned to a group of trembling employees who put up with his or her antics for the sake of a paycheck. The boss is despised and imitated in unflattering ways at coffee breaks and company picnics. While it is all unhealthy, there is a therapeutic resolve in the voices of these poor employees as they compare boss antics.

For business, civic, and religious organizations to thrive in the coming years of service specialization, lightening speed delivery, and a low cost to switching providers of choice, the boss must de-evolve back into the simpler role of supporter. The command and control shouting of the archetypical, in your face boss, will not succeed in a future era of instant communication related to job availability elsewhere.

In many instances, I believe those who demonstrate the much-reviled antics of an overbearing boss do so for two reasons. In the first case, they are acting out of their personal nature. Through a streak of good luck, these impolite, overbearing people found success that was recognized and promoted into what was to be a leadership position. Their caustic personalities do not allow them to be appreciative or supportive. They are using their default mode of personal behavior to the detriment of individuals and their organization. It is unlikely they will change this, now comfortable, style. Over time, they will be marginalized as their soaring turnover rates and employee dissatisfaction scores indict them. This course of nature will remove them from leadership positions. This first group is not my focus.

The second group is comprised of aspiring leaders who by the mismatch of organizational assignments, learn to manage from a boss instead of a leader. In their heart, they see the downtrodden eyes of the victims of boss-dom. This boss is not comfortable in their role; deep down they believe there are better ways to lead people. They were erroneously taught that leadership is something that it is not. They have been trained to act as a boss, but they can be taught to act otherwise. As leaders, this group should be the focus of our efforts to convert misguided managerial tactics into a leadership quality that affirms the human spirit. We must teach these well-intentioned, prospective leaders to serve.

A genuine leader feels morally responsible for those they lead and serves them accordingly. A boss has a self-serving attitude toward themselves in their interactions with others. A leader avoids the trappings of power that signal prideful disrespect for those they lead. A boss embraces these separating benefits as their right. A leader listens carefully, encourages often, and is of service in doing so. A boss considers people to be expendable, their goals to be irrelevant, and their purpose to be trivial.

Leaders, genuine leaders, have an obligation to reach out to those desiring to be a leader who are trapped in a boss mentality. Find your misguided leader in waiting today and move them back to the spirit of service.