Leaders, Know the Skill and Will of those You Lead!



So many things can go wrong when we mismatch our leadership to a person's skill and will.

In order to avoid these mistakes, the first thing to do is to correctly diagnosis a person's skill and will level based on the task or job at hand.

So what is Skill and what is Will?

Skill: A person's ability to do a job or tasks well which comes from him/her having the knowledge, experience and/or raw talent need-

Will: A person's desire to do a job and do it with excellence which comes as a result of personality and internal motivation. A person being on the right bus (organization) and on the right seat (job) on the bus

High Will, Low Skill Tell \rightarrow Show \rightarrow Do	 High Will, High Skill Get out of the way. Once expectations are established, avoid the urge to over lead. Delegate.
 Low Will, Low Skill Is low skill incompetence or lack of training? Incompetence: Exit Strategy (internally or externally) Lack of Training: Tell → Show → Do Is low will a problem of organizational fit and/or job/task fit? Exit Strategy (internally or externally) 	 Low Will, High Skill Are they Bored? Provide Challenge: Provide opportunities to use their skills in novel or advanced ways. Provide opportunities to teach their skill to someone else. Are they burned out? Provide rest. Are they a combination of bored and burned out? Divest!



Leading Through Skill & Will is a Long-Term Game!

The course follows an interactive format that caters to various learning styles. In addition, behavioral-based application and action planning is a part of every course Horizon Point facilitates.

