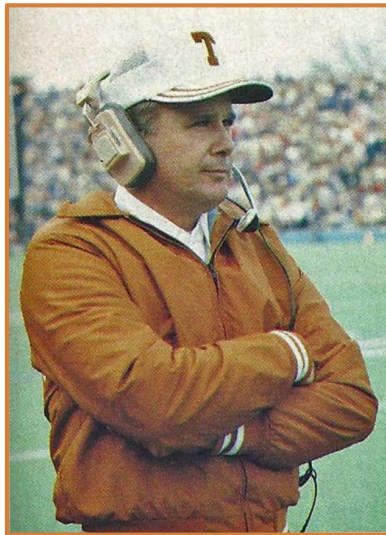


# RESPONSIBILITY OF LEADING

John Mackovic is an American football coach and former player at Wake Forest University. He is currently the head coach of Italy's national American football team, which was formed to compete in the European Championship.

Previously, he served as the head football coach at his alma mater (1978 – 1980), the University of Illinois at Urbana-Champaign (1988 – 1991), the University of Texas at Austin (1992 – 1997), and the University of Arizona (2001- 2003). He was also the head coach of the National Football League's Kansas City Chiefs from 1983 to 1986.



While coaching at the University of Texas, Mackovic made an interesting observation that is applicable to any field of endeavor.

He said that when his team was on the offense, he was “interested” in the defensive alignment, but was “vitaly concerned” about what his players were going to do. He concluded that if he had recruited the right players, coached and trained them properly, and if he and his coaches had developed a good game plan, he was confident that his team was going to score more points than the opposition.

He then reversed the analogy, assuming the opposition had the ball. He was interested in what their athletes and their game plan called for, but he was “vitaly concerned” about his defensive alignment and what his players were going to do.

That lesson can be applied – regardless of what we do. Be interested in what others are doing, but be vitaly concerned about your own performance. If co-workers are late and slack in their performance, view that as an opportunity to make a bigger contribution and climb the corporate ladder even faster.

Remember: If you are in a leadership position, your responsibility is to choose the right people, then train and inspire them to use their ability.

Peter Drucker, management consultant, educator and author, said it well. “Leadership is lifting a person’s vision to higher sights, raising a person’s performance to a higher standard, building a personality beyond its normal limitations.”

Buy that concept and your leadership effectiveness and the performance of your people will improve substantially.

As I heard a wise man once say: “We cannot become what we need to be by remaining what we are.”

– Beecher Hunter