

R-E-S-P-E-C-T ... find out what it means

Why is there unprecedented unemployment? What could be the cause of these turbulent times? More than ever, people are searching for leaders who will explain what's happening in Washington, D.C., but also Grand Junction. People want answers to the problems of the recession, joblessness and health care.

Whether the discussion is focused on the economy or their own companies, employees want to feel the excitement of tomorrow, not the uncertainty of today. Employees want leaders who can be trusted and who treat others respectfully. Value leadership provides them with guidance and direction.

Over the summer, I attended a national conference where one speaker identified the components of value leadership as RESPECT:

- R — realizing others bring value.
- E — enlisting their help.
- S — Stating the truth; no games.
- P — pausing while they're present.
- E — encouraging growth and education.
- C — calm, clear communication.
- T — talking *with* people, not *at* people.

The acronym is simple and easy to remember. But the application could be more difficult for some.

This process requires respecting others and outwardly showing that respect. The peculiar thing about respect is that those who don't respect others generally don't listen to others. That



**Shelly
Williams**

makes it difficult, if not impossible, to assemble the collective genius required to survive in today's economic environment.

The other key component to leadership with value is delivery — people know without a doubt you'll do exactly what you say you'll do.

Everyone has moments of inconsistency. But the sincere, trusted leader doesn't fail to follow this rule. Trust takes time to develop and nurture, but can be destroyed in a single moment by lack of delivery.

Another component of trust is living a life of integrity. Remember the old phrase "leadership by example?" Leaders are held to a higher standard and patience is thin.

Remember: The outcome of leaders who exercise RESPECT and integrity in their day-to-day interactions well could be passion. Passion in turn creates the stamina required to deal with whatever the day may bring.

Everyone feels a bit overwhelmed and looks for passion. But leaders know how to turn adversity into opportunity.

Shelly Williams, a certified Professional in Human Resources, works as a benefits coordinator for the City of Grand Junction. Williams also serves as president of the Western Colorado Human Resource Association. The WCHRA meets at 11:30 a.m. the third Wednesday of every month at Two Rivers Convention Center, 159 Main St. in Grand Junction. For more information, log on to www.wchra.org.

