

# LEAD WELL

## KNOWLEDGE

### GPS VS. COMPASS

#### SUMMARY

Often managers are responsible for executing a plan that has already been developed. A GPS, if you will, for the step-by-step things that must be executed well to get the work done daily.

Leaders are responsible for creating the plan, or contingency options when the plan is no longer applicable because something has changed. Leaders need more of a COMPASS. It points you in the right direction while you figure out the steps of the plan to get there.

#### REFLECTION

Part of developing and maturing as a professional is knowing strategically when to use a GPS and when to use a COMPASS. If the GPS isn't getting you where you want to go, then it is time to use your COMPASS for direction and next steps.

#### ACTIONABLE ITEMS

- Be sure you understand how your role and the steps you take each day flow into the overall direction and purpose of your organization. Make sure your co-workers and teams you lead know this about their roles as well.
- Use existing feedback loops (or create them) to be sure the work you are doing is meeting expectations and staying on track with GPS and Compass directions.