

“Leaders don’t create followers. They create leaders” – Tom Peter

Lately, I have been asked how long my term lasts. In other words, how long I plan to stay here or when I will quit. This question really hits me.

It strikes me because I am not that kind of guy who likes planning for a long future. When I decided to work here, I never thought about how long I would stay. The shareholders have never fixed the term for me either. So I can’t tell exactly which year or what date I will leave.

But if one day I feel that I can’t contribute anything useful to the company or when there is a new leader who is ready to step into my position, I am more than ready to say good bye and move on to a new challenge.

I was a bit abashed when people told me that the company was successful because of having me as its leader.

That’s not true. I think the company came this far because of the good teamwork it has. And actually it is the way a good company’s supposed to be. It must be self-reliant and shouldn’t be attached to any individual.

A leader should work as a football coach: finding good players, delegating work to the right men, and ensuring that everyone works as a team.

Another equally important role of a leader is to create more leaders, not followers. A leader shouldn’t surround himself with those who always nod in agreement with his ideas.

But creating a new leader who might one day replace you is not an easy task.

First, you have to find the ‘right’ one with skills and good attitudes.

Second, you have to support him all the way through, giving him the opportunity to prove himself, giving him the authority to make decision, and giving him all the tools he needs to succeed in his work.

And thirdly, which may be the hardest one, you have to accept the fact that when the day comes, you must be ready to step down and let him step up. Chances are that he may be even better or smarter than you.

Over the past 3 years, I have paid a serious attention on developing people in order to get the company ready for the future competition. At the same time, I have also looked around for the ones who have shining ability to become the next leader.

I have to challenge these talents a lot because it is the only way for them to show their utmost potentials.

Of course, I have also been heavily challenged by my smart colleagues.

But if we can make ourselves believe that having colleagues who are smarter than us is a good thing, then we can let go of our ego and be able to manage people more effectively. At least,

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we know how to put the right guys in the right jobs, knowing that each individual has his or her own scope of expertise.

And whenever the new leader is ready, I am also ready to leave.

As for the time being, I am still around, so please bear with me!