

IDEAS THAT CAN HURT YOUR REPUTATION AS A LEADER

Sometimes a leader will start an initiative with the best of intentions, but lack the resources, focus, or energy to see it to fruition. These are projects that seemed like a good idea in the moment, but they never should have started in the first place.

They are the ones where not only is the initiative dead, but your reputation as a leader is harmed along the way. Here are 3 examples.

AWARDS OR RECONITION



Organizations are riddled with dead or dying award or recognition programs. Award and recognition programs can be good ideas, but they require time and attention. Don't start them unless you are willing to care and feed them. If you fall into the "start it yet fail to maintain it trap" you may do more harm than good.

ACCOUNTABILITY



Many leaders become frustrated with a situation and in response implement an accountability mechanism. In turn, they create reports and meetings that no one truly owns and are eventually abandoned. If you are frustrated, think twice before you say, "we are going to report on this every week in our meeting" or "I want a report on this first thing each morning." It might feel good to put your foot down in the moment, but you might end up stepping in it.

TECHNOLOGY



Technology can be amazing and it can be a game-changer. It can also mislead someone. I've seen someone present a solution to a group of leaders and everyone falls over themselves with excitement. It literally looks like one technology driven solution can answer to all of their problems. It seems like candy - and who doesn't like candy? Unfortunately, it's a great deal harder than to produce candy than you might think. So, don't start a technology effort if you don't plan to see them through - half of a computer program is of little value.