

THE MOTIVE--*Why So Many Leaders Abdicate Their Most Important Responsibilities*
By Patrick Lencioni

Introduction

Leadership Motives--

1. Ask why instead of how.
2. Focus on giving instead of getting.

Lessons

1. Two leadership motives.
 - a. Reward-centered leadership—The belief that being a leader is the reward for hard work; therefore, the experience of being a leader should be pleasant and enjoyable, free to choose what they work on and avoid anything mundane, unpleasant or uncomfortable.
 - b. Responsibility-centered leadership—The belief that being a leader is a responsibility; therefore, the experience of leading should be difficult and challenging (though certainly not without elements of personal gratification).
2. No leader is entirely one or the other. But one of these two motives for leadership will be predominant and have a profound impact on the leader's success and on the organization.
3. 5 Omissions of Reward-Centered Leaders.
 - Developing the leadership team
 - Managing subordinates (and making them manage theirs)
 - Having difficult or uncomfortable conversations
 - Running great team meetings
 - Communicating constantly and repetitively to employees