

Informal Leadership

A New Wave of Influential Leaders Evolving Within Organizations

How is it that some people cut through formal channels to get things done, with great results and on time? Why do some become the “go-to” people when problems arise? Who rallies and motivates the troops when management can't? Without knowing, most of today's managers are sitting on a hidden gold mine of talent and skills.

With over 50% of Fortune 1000 companies restructuring and downsizing, as well as ongoing economic setbacks facing state and local governments, formal leaders and managers are desperately looking for innovative ways to maximize their resources. The first decade of the twenty-first century has brought challenging economic times resulting in heavy workforce reductions, budget cutbacks and decreased levels of middle management.

Despite this, managers are being forced to maintain or exceed results. In short: they have to do more with less. Many are desperately asking themselves: “What else is out there? How can I increase production with what I currently have? How much more can I squeeze from my people? What else can I do—right now?”

The answer: Leverage your Informal Leaders. Who are they? How do you identify them?

Informal leaders are individuals without formal title or authority who serve as advocates for the organization, and heighten the contributions of others as well as their own, primarily through influence, relationship-building, knowledge and expertise.

Think about it for a minute. Do you know who I am talking about? Does someone immediately come to mind? Yes... That is your informal leader!!!

In my book, *The Hidden Power of Informal Leadership*, I discuss in detail how informal leaders display the unique ability of inspiring and motivating their peers to action, of bringing people together, and creating sustainable relationships and connections. I delve into their ability to possess an abundance of process and technical information and the know how to apply their skills to get results. This has led to employees looking to these individuals for leadership, rather than to their formal manager.

In today's rapidly evolving global marketplace, economic dynamics have collectively contributed to a need to reconsider the nature of current leadership system design. A migration of leadership responsibilities to the lower levels is occurring, and it is fundamentally changing the leadership systems of many organizations. Informal leaders are hidden, valuable assets who have the potential to provide a critical competitive advantage for organizations. Leaders and managers must pay attention. They must seek to identify and understand this untapped human resource.

Interested in learning more? Contact me: marcia@informalleadership.com
www.informalleadership.com or call (208) 867-0034. For discussions go to LinkedIn group Informal Leadership at <http://www.linkedin.com/groups?mostPopular=&gid=2965827>



Dr. Marcia Smart is an Author, Inspirational Speaker and Leadership Strategist. Her book, The Hidden Power of Informal Leadership is available at www.informalleadership.com



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