

The Prism of Leadership

“The greatest leader is not necessarily the one who does the greatest things. He is the one that gets the people to do the greatest things.” – Ronald Reagan

I loved this game during our childhood of seeing different colours passing through a prism. And one boy in the neighbourhood always with some magical things in his bags. How nostalgic! But those were the days which taught us to look at things from different perspectives. So, I believe the generation at that time learnt from their games, activities and that learning practically proving right till date when they are adults. Sometimes unknowingly.

The Prism was an interesting object about which we learnt in those days. Though our learning was limited to a few points, it was indeed not pointless. So, let me lay down those pointers for you concerning our today's topic.

- a. Most of the times Prism was a triangular shape yet other shapes available too.
- b. The prism which we have seen and used able to create a beautiful colour spectrum.
- c. The concept of refraction, which means the bending of a light wave through the medium.

Let us use this Prism for understanding the leadership approach.

The shape of Prism:

By definition, a prism is a 3-dimensional shape with two identical shapes facing each other. However, the bases can be a triangle, square, rectangle or any other polygon.

The leadership, not designation; it's an approach, an attitude or behaviour. How this Prism definition complements the Leadership role?

3-Dimensional can be described as well-rounded completeness. The Leader is a package of many skills. These skills can be functional like information management, written communication, research and exploration etc. We can also consider soft skills and educational qualifications or certifications. These skills and qualifications help the leader to decide the direction for thoughts and actions.

As mentioned in the second part, two identical shapes facing each other denotes the professional character or reputation you carry inside the organization. It is the deliverance of the commitments, goals towards the team and the organization both. There are chances of clashes cause not everyone is a straight arrow. Elegance in accepting failure is also as demanding as your modesty in handling success.

The transition from White light to The Spectrum:

Who doesn't like colours? We all have one or more than that favourite colours. The reason I love this colour spectrum each one of these colours has different characteristics.

The leadership having many skills and qualifications or certifications is indeed better. What makes it interesting is your interest, ability and persistent efforts to create the spectrum effect.

One needs to remember the light which touches the prism surface is white or plain. However, it becomes The Spectrum after passing through The Prism.

I as your subordinate, peer or senior may have many skills, I know how to use few. Still, the desired performance or result never appears. Sometimes I may not be knowing what I need to gain, change or enhance to achieve professional results or goals. It may look farfetched but do I even know it is needed?

In my observation, every white or plain light in the organization can become the spectrum. But passing through the prism at the right angle is also of equal importance. The quote mentioned on the top is exactly how the prism's approach towards achieving the spectrum should be.

I put spectrum into three categories

- a. Need immediate attention
- b. Can be enhanced
- c. Need monitoring, though good

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What you need now is designed strategies for implementation to achieve The Spectrum.

The Refraction:

The refraction, as mentioned earlier, is nothing but the bending or changing the direction of lightwave through a different medium.

The prism of leadership is not the theory but also the implementation strategy for broader and better spectrum.

Seven colours in the spectrum are VIBGYOR- violet, indigo, blue, green, yellow, orange, and red. I generally code skills, qualifications and certifications etc into colour code.

- a. Need immediate attention- Red, Orange, Yellow
- b. Can be enhanced- Green, Blue
- c. Need monitoring, though good- Indigo, Violet

There can be combinations as mentioned below and can be used for Individuals of all levels. You will need certain tools to handle and implement The Prism in practice.

SR. No.	Name	Need Immediate Attention			Can be Enhanced		Need Monitoring	
		Red	Orange	Yellow	Green	Blue	Indigo	Violet
1	Vishal	Team management	Advance Excel	Decision Making Skills	Prioritizing tasks	Six sigma certifications	Interpersonal skills	Problem Understanding
2	Dinesh	Problem Solving and Decision making	Coaching skills	Critical Feedback communication	e-mail writing skills	Formulate analysis	Implementing the departmental process	Empathize

I understand the example is a small one, but the same way it can be created for any number of employees. For clear understanding let us put it this way,

- a. Colours are priority selections
- b. Any skills or certification to be entered as per job roles and responsibilities
- c. Every skills or certification to have a numerical value so growth can be mapped (you can use our well-designed matrixes)
- d. You can make a group of tasks V/s number employees and lower the cost if required.
- e. The Prism can be used for the entire organization or small numbers as one or two. This tool is also for Individual Implementation.

The Prism is always transparent and so the Prism Matrix. It will help Leadership to get your people to the greatest things.

Ps: For tools and to implement the Prism leadership in stages please contact us on +9769891712 or write to us info@phoenixpros.in