



## UTAH SUPPLEMENT

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### April Message

Management consultant Peter Drucker, PhD, once described leadership as being about follower-ship. I think when people think or contemplate about leadership they think of a job title, in freemasonry it's a title of a position. Being assertive, having a "position" or even charismatic isn't actual leadership. So, when we think about our fraternity and York Rite what is leadership? I think we can look at leadership as the outcome the person gets from the actions they do.

The Hogan group (Hogan, R., Curphy, G., Kaiser, R., & Chamorro-Premuzic, T. (2018). Leadership in Organizations.) tells us that "leadership style is affected by a leader's performance across four leadership domains." Those four domains are: **Intrapersonal** – handling pressure, challenge, and learning; **Interpersonal** – facilitating communication and connections; **Operational** – driving results, accountability, and structure; and **Strategic** – creating vision and strategy for the future.

As Hogan goes on to say "If effective leadership is like mountain climbing, then many routes exist to reach the summit. Individual leaders have a combination of strengths that produce a rich and complex interplay among the domains." You will see these domains of leadership among many of the elected members. It is understanding the difference between leadership and management that leads between a good year and a great year for us in Grand York Rite.

As leadership is dependent on collaboration of its leadership it also depends on its membership to speak up and talk to us as well. Please remember to talk to any member of the elected with any ideas or concerns you might have!