TRANSPARENCY: A LEADER’S ADVOCACY

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Being an administrator is not an easy task, the jobs range from the complexity of different technicalities of the job, not to mention the unpredictability of your underlings that may help your organisation cause or may drag it down. A leader and administrator’s job does not only confine on leading and delegating works to your subordinate, being a leader means you are the glue that holds your group together. If the glue is too restricting or too soft the materials it holds together falls and removes itself from the glue. Research shows that a full quarter of employee does not trust their employers or their administrator (American Psychological Association, 2014). How could you be more of an effective glue?

The answer lies behind the culture you create, but a recurring question goes over-and-over, what type of culture? If you have been working for a very long time, I am quite sure you have seen how work places evolved, from a culture of having a strict boss-to-employee relationship to a progressive culture of breaking down walls that your workers are not simple workers but a group of diverse people that share the same goals. It is the era of transcending such walls that divide the employers/leaders and employee and again we go back to the same question we had, what type of culture? The culture of trust, work places has been more than a contractual job where you do your job I pay you, it has become a place in need of trust to work, that if achieved not only promotes a healthy and happy administrators and underlings but a thriving organization.

Many of workplaces that have failing environment tend to have little to no culture that fosters trust among its head and people. This has been always the answer to the grey area hovering around the workplace, trust. And how do we harness “trust”? I say that
the basic leadership quality is being trustworthy and fostering it to his self before circulating it to his/her people. Being transparent meaning seeing your associate’s eye-to-eye, seeing them in their own shoes, and enforcing a higher form of belief that solidifies the relationship.

Fostering a culture of trust within your people and network through transparency not only assures success but creates a long lasting and thriving organisation, here are some of the benefits of being a transparent leader:

BETTER RELATIONS:

I know most of you have heard the modern adage of “Don’t work for a good company, but work for a good boss”. And on these modern times many people would rather work in a low paying job but has a leader/boss that caters to their need of growth. According to a research, 37% of more than 3,000 employees would gladly walk out the door due to their boss’s poor people skills (Career Builder, 2014). In today’s workplaces or jobs financial gain has almost been the second priority, the type of boss or administrator has overturned money for many of today’s workers reasons that they could earn more or less in any job but not all job will have the privilege of working under an administrator that walks with you all throughout the way applying the principle of ownership of the workplace or company. Asking people today who would they choose between a boss and a leader, hands down any employee would pick a leader any day. A leader may attain this if he posses the virtue of transparency and be humble enough to be transparent as he involves his or herself with his/her employees. Aiming for a working environment under a great leadership that foster trusts, you and your workplace must emanate transparency.

BETTER ALIGNMENT

A great leader has this innate ability to just look at a person and observe his or her way of work determining what best job that will suit them and what’s the best job that will bring out the best in them. Conventionally, having the right alignment or correctly
placing your employees or your underling at a circumstance that they will be good at brings success to your workplace, but there’s this little push from having transparency in your workplace that brings you higher, that brings you from barely being good to being the best. But then again, as a leader you are trying to be more than a boss that strategically place his or her employees to position that will help you gain, you aim for success with the people working with you. Transparency and openness on how you want things done provide people that you work with the same view of your vision, mission, and goals. Being able to strategically place people makes your workplace a smooth running machine, not the literal machine but a mechanism that you place the way you want it to run. Being able to be transparent to people on the reasons on why you place them where they are given a better vision and understanding on what you want to achieve and accomplish thus creating a machine that is one, not because you want it the way you want it but a result of a collective decision to be that way.

References: