

## Celebrating the Hundred: Seriously, for once

This is my hundredth blog post (no, not my birthday...), and I'm taking this opportunity to pause and do something a little different: without all the flippancy and irony, straight from the heart.

These short posts usually have a slightly satirical tone, and every now and then I take aim at managers. I do this to make my point as vividly as possible, and of course for entertainment value.

But here and now, I would like to state in all seriousness and officially that I have the utmost respect for leaders and would like to offer a little ode to leadership:

I consider leadership to be the best job in the world. When you lead, you can shape and significantly influence an organisation, turning it into an inspiring place and unleashing your creative power in the process. And while you do that, you learn an incredible amount about organisations, about yourself, about other people, about navigating areas of conflict and much more. What could be more exciting?

And if you have ever experienced how an organisation takes off in terms of performance and how you are appreciated and respected by the workforce for the way you play your leadership role, then you know how thrilling, satisfying and gratifying it can be.

I have experienced such moments. They are the greatest pride of my professional career, and I have been hooked ever since. I have never been interested in what is normal. I am interested in making something special possible. Precisely because leaders have such an immense and disproportionate influence on the learning and performance capabilities of organisations, we absolutely need high-level leadership. We urgently and absolutely need good leaders.

I am no longer in a position of direct leadership myself, which I still sometimes quietly regret. But in my current role, I can commit myself broadly to the quality of leadership and organisational development, and it deeply motivates me to support companies and their leaders and employees in shaping the best possible future for their organisation.

Of course, there are also people in leadership positions who would be better elsewhere, but they are a minority. The vast majority of managers I encounter are people who do everything they can to do a good job; interesting and diverse individuals who take responsibility and are interested in doing the best they can for their company and their employees.

'Managers' collectively have a very poor reputation among the general public. However, we should not forget that there are thousands of responsible managers who do very good work. They have my respect, my appreciation and my support. And when I think about how I will use my energy in the coming years, it is clear: the focus will be on organisational development and leadership development. This is where the big levers are. Making a contribution here: I'm in. Great. Very gladly.

That had to be said, at this point in time.

And so: let's move on, and from March onwards, this blog will continue as usual. So, dear managers, if I sometimes poke fun at you here, please don't take it the wrong way. I'm on your team.

Good luck in the new year! Here's to many good stories being written.