

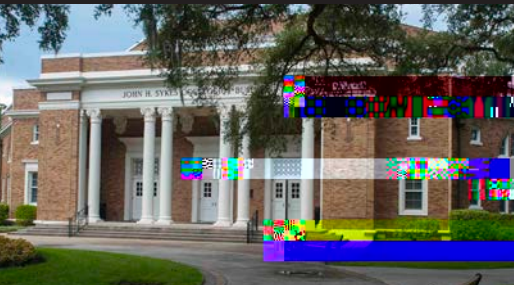
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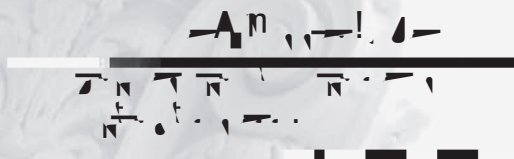
TAMPA BAY LEADERSHIP REVIEW



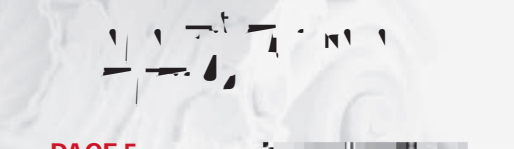
WHAT'S INSIDE



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...touched by him again. Lastly, Douglass married a free black woman who was instrumental in his escape, his writing and his leadership.

During the Civil War, Douglass met with Abraham Lincoln after the emancipation proclamation and was instrumental in recruiting African Americans to fight in the Civil War. He believed this show of patriotism by African Americans would justify their right of citizenship. Douglass also lobbied for equal pay and equal advancements for the black recruits. The mid-19th century was a tough time for the U.S and the world as Europe was also

going through the industrial revolution and labor issues and relations was becoming a growing issue. Longer essays and many books have been written about Frederick Douglass but what we can learn from Douglass that applies to today's leaders in our opinion is below:

Frederick Douglass is famously known for stating "the soul that is within men no man can degrade." These words operated as a guidepost for how Douglass navigated personally and as a leader. Douglass's fight for justice and equality for all continues even today over a 130 years after his death. Douglass born a slave in 1818, at a time when America was a young country only 30 years old. The country had just doubled in size due to the Louisiana Purchase by Thomas Jefferson. Douglass ran away from his masters and changed his name in fear of being captured and eventually



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Douglass was an insistent leader. Despite

circumstances, born enslaved and parentmsms, 8 (e)-1e 10 0 Osogl(v)as1-3.2 rl73.1 (a)-8 (v2o)-519- (s)4 (w9- 4o)-5 (v2o)-5117.7 ltss9-10.8 (t9-1t2 (n)-7.9 (d p)-1u(v2o7



I found myself looking at the collection of glasses on my desk the other day and I paused to consider, "What is happening to my vision?"

As I get older, I need my spectacles for just about everything I do. One set of glasses for seeing things in the distance more clearly, sunglasses for seeing clearly in the bright Florida sunshine, and most recently, the need to keep a pair of readers nearby for close-up vision.

Seeing clearly is important in everything I do and having the right tools to support my ability to see clearly is essential. This is also true for leaders and the art of leadership.

My good friend, Bill Poole -- founder of Tampa-based J2N Global, Inc., an organization dedicated to helping companies around the globe get ready and stay ready for change -- started me on this journey several years ago by introducing me to the theme of "vision" in pursuit of leadership.

Leveraging my undergraduate degree studies in English literature for a moment, I'd like to explore the root word of vision, Spectare, and the words related to the root words including perspective, inspect, introspect, prospect and retrospect, and finally respect, which are used every day.

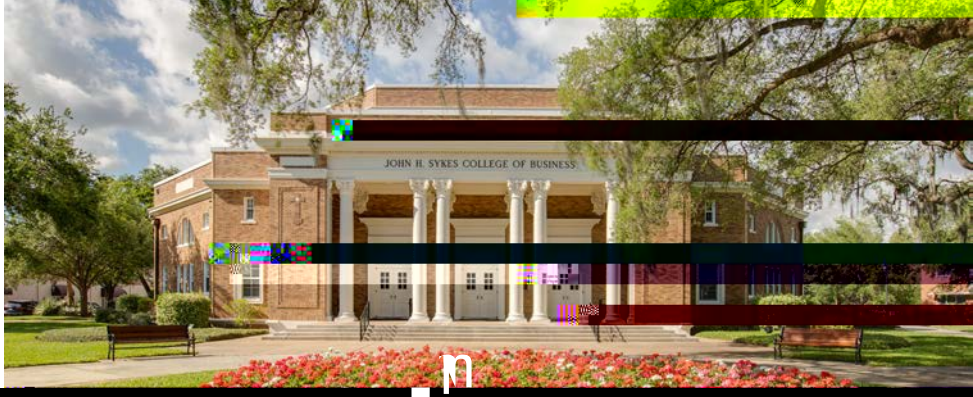
The root word Spectare, comes from Latin and is a verb that literally means "to see." Over the years we've incorporated the root word into new words that are both nouns and verbs. All of these words are useful and helpful, but some are misused or misunderstood. In the quest for true leadership vision, we need to take a deeper dive into the root word Spectare and the many ways it influences how we think and act.

Let's start with the word perspective, which when broken down means "my viewpoint." In this age of digital connectivity, perspectives are easy to come by, aren't they? Everyone has a "hot take" on a subject. There is no implied standard of right or wrong, factual or false, data-driven or reaction-driven. It's just one person's viewpoint. Leaders are often asked and are at times required to share their perspectives, but what's of greater interest is

how they developed these perspectives along the way. Let's hold on this thought until the end of the essay.

Moving on to inspect and introspect, both verbs focus on taking a closer, deeper, or more rigorous view. When we inspect, we are taking a deeper look into something outside of ourselves -- another person, process or system -- to scrutinize, identify root causes or gaps, and to achieve a better, more informed view of the system. When we apply introspection, we are turning the same process inward and examining ourselves. Both skills are essential to modern leadership. Good leaders know how to monitor and examine people, process, and technology to uncover performance barriers and growth opportunities. Great leaders have a high level of emotional intelligence and can turn their power of inspection inward to objectively assess their own behaviors and performance.

Now let's consider two more important terms, prospect and retrospect. Prospect comes direct from the Latin word Prospectus and is the act of looking ahead and determining a vision of the future. Retrospect is the opposite and describes



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