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### Leadership: Tasks vs. Relationships

Auctioneers carry the qualities of leadership. Members of our association own their businesses, manage diverse teams, develop strategic short and long term plans, prepare for and shine in front of large public audiences, and advise sellers on how to obtain the fair market value of their assets and execute the sale of those assets. Each of these points, which we as auctioneers interact with, are qualities of leaders. Recently in my professional life I have seen the responsibility and opportunity of leadership result in the need to change the way I balance the kind of work that I do. For individuals who are rising in leadership and taking on new responsibility, change is necessary.

The course of my professional career began similar to most: finding myself at the bottom of the totem pole performing mundane and often time-consuming tasks. Experiences like cleaning toilets, cataloging auctions, and putting up and taking down auction signs, are clear examples of these tasks. These are important roles on any auction team. Future leaders enjoy learning and growing through experiences like these but know this isn't the be all, end all. As an individual grows into leadership it is imperative that they balance the need to hand off certain jobs or responsibilities to truly become the leader they are meant to be. There are simple principles to use to accomplish this goal – at least in many of our auction businesses today. The principle that is ringing true to my life today is one where as your role in leadership increases, the number of tasks you take on shrink, while the number of relationships you build and maintain increase.

This moment in my career has arrived. I am surrounded by talented individuals who have a willingness to grow and achieve. As their leader, I need to empower each member of my team to take on the tasks I once did so each member can achieve their full potential and help the organization exceed our goals. Further, the value you will find in additional time to prioritize building upon current relationships and creating new ones will be the foundation for business, professional, and personal growth. Leaders who excel nurture relationships through thoughtful words, gifts, quality time, and intentionality. I am learning this lesson and trust me when I say it is difficult. As someone who has worked his way up to a position of leadership I have a difficult time stepping back from the routine tasks that fully occupied my career up to this point. But in order to achieve and exceed the goals ahead of you as a leader, you must make the transition to invest more time in relationships than in tasks.