



he people and ac i ce he people. o e ing and  
 make e pia ion fo hem/a God ha commanded.  
 Le - Thi m ha e been ing Halbe al  
 e plana ion he mo e if ing ac i ce of all -  
 Pa of Aa on job a a *Kohen Gadol* a High P ie /  
 a o eek e pia ion fo him elf and hi people -  
 Fail e, a a med, i h he job de c ip ion -  
 I \_ impo ible o e e o he a a leade and no  
 make h nd ed of mi ake /a Rabbi Jona han  
 Sack , o e in *Lessons in Leadership* "Leade  
 make mi ake -Tha i an occ pa ional ha a d of  
 he ole-Manage follq he le /b leade  
 nd hem el e in i a ion fo , hich he e a e  
 no le "The Une pec ed Leade / *Vayigash* -  
 Whe e he e a e no clea g ideline o p eceden /  
 leade m el on common en e/in inc /and  
 e pe ience-I ea oge i , ong-

Rabbi Ab aham Ibn E. al. commen a on Le -  
 e plain Aa on ole he e "The ei a di ine  
 command ha o make a onemen fo o elf  
 and fo all of he people- Yo , ill a one fo o elf  
 , i h a in o e ing b llock-Afe , a d o , ill  
 a one fo he cong ega ion b o e ing he people.  
 ac i ce/fo a pe on canno a one fo ano he  
 nle he ha been p i ed f om all in- I \_  
 no onl ha a leade m be clean ed of in in  
 o de o ep e en o he on he al a in o de o  
 achie e a onemen / he leade m confe hi  
 q n in -Leade migh complain abo o  
 beli le hei follq e o ega d hem el e a  
 pe io -The a onemen ac i ce onl , o ked  
 beca e he High P ie ca alog ed hi q n  
 an ge ion /making him h mbl a a e of hi  
 q n mallne befo e he confe ed on behalf of he  
 people-

Imagine/fo a momen /if all leade oda in  
 e e eld had a da of a onemen , hen he  
 had o pend an *entire* da bo h e ec ing on  
 and confe ing hei mi ake and ca ing he  
 , on gdoing of ho e he e e o ha he  
 migh a k fo gi ene -Pe hap man of oda \_  
 candal in ol ing he na ci i ic/e en c iminal

beha io of poli ician /CEO /celeb i a hle e /  
 and en e aine migh be kep in be e check -  
 S ch leade do no ake e pon ibili fo  
 o he beca e he al o do no feel acco n able  
 hem el e -E e da /e e neq pape ca ie  
 ch headline -

In con a / he High P ie i acco n able fo  
 him elf and fo e e one el e-I \_ an a oni hing  
 model of leade hip-Gi o d Thoma /in hi a icle  
 "Leade Take All The Blame and Gi e A a All  
 The C edi Ma /... , i e ha leade  
 "ake e pon ibili -fo EVERYTHING-The  
 n each mi ep in o an oppo ni o lea n  
 f om he mi ake in ead of poin ing g e  
 he p ll he h mb and a k hem el e , ha  
 co ld I ha e done di e en l \_ In a o al hif  
 of mind e /leade " nd a le on, hile o he  
 onl ee a p oblem-The p i a el add e hei  
 bo dina e \_mi ake , i h hem/b ake he  
 blame p blicl , i ho di en -If omeone lipped  
 p he pick hem p he don poin he nge  
 and pa he blame-

The g ea e ac of e pon ibili a a leade i  
 o hold he mi ake of o he a o q n-On  
 he one hand/leade canno be liable fo e e  
 fail e of hi o he follq e -On he o he hand/  
 e pon ible leade m a a e ec on he  
 p oblem in a c l e ha he a e l ima el  
 e pon ible fo b a king h ee e en ial q e ion

I he e an hing I co ld ha e done o *prevent*  
 hi p oblem

Wha did I *contribute* o hi p oblem Po ibl  
 b igno ing i o no aking i e io l eno gh

Wha can I *learn* f om he, a I handled hi  
 p oblem ha migh p e en fail e in he f e  
 Ul ima el /a leade i a a a lea ne , ho  
 nde and he impo ance of di ec ion/  
 e ec ion/and co e co ec ion-

So, ha fail e ha e o e pe ienced ha \_ been  
 o g ea e eache