



The Human Dimension

THE LEADER WITHIN

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"We help both people and productivity flourish by developing a positive culture of shared leadership."

We find improved performance is the reward for your investing in people.

The emphasis in THE LEADER WITHIN is on the changes and growth we make within ourselves, as leadership is basically a personal growth experience over time.

'For things to change first I must change.'

The essential human qualities of leaders

Sure you need skills and expertise to be an effective leader. However, what I notice has the most impact and where followers are most likely to be fully engaged and committed is where the essential human qualities of the leader are evident.

It comes down to what kind of person you are.
Stripped of your roles and position, ask yourself ...

Do you have integrity?
Are you someone who is a pleasure to be around?
Do you have the respect of your colleagues, friends and family?
Are you trustworthy?
Do you have clear, life affirming values, which guide you?
Are you a giver (contributor) or a taker (at someone else's expense)?
Will this world ultimately be a better place for you having been here?
What will others say about you after you have gone?

If you think about when you and your team members do your best work it is when you are feeling alive, happy and acknowledged for the value you bring to the role. And it is your job as a leader to create these conditions so that you and your team can flourish.

Too often we are frightened to be our true selves in case that is not enough. We don't know, or are not convinced to work from, our strengths and we rely on all kinds of power to achieve results. Power is an old paradigm for getting results.

At their best, our workplaces can be dynamic and ever changing places of thoughts, aspirations, decisions and discussions borne from individual beliefs, leading to actions taken by people who aspire for improvement. This is not difficult - but it requires you care about those around you, putting them in the 'driving seat' and allowing them to shine.

Organizations, which are built on politics and self-aggrandizement, eventually develop cynicism and unhealthy competition. It is essentially a 'win/lose' model. We look good over someone else. We learn to be clever, smart and self-promoting. At it's worst it is bullying behaviour and demeaning for others.

The better way is through conscious commitment, freely given...and through a community of adults (an organization or team) cooperating for the common good.

For this to happen you need to:

1. Know yourself really well.

Ultimately it **is** you who decides and makes the choices. We each have limitations and skills based on experiences, knowledge and expertise we have accumulated. Most times I find those coach do not know what it is they do to get the best results. We tend to think of our achievements as part of just doing a good job or not really know what our specific contribution was. Uncovering our true nature and the skills and attributes that contribute to our & others success is really important.

2. Be able to encourage others around you to develop and grow.

When you are confident to appoint people who are in many respects better than you, you will find your job is 'easier' and ultimately to get the results through others. You encourage, guide, coach and establish a shared vision based on shared leadership. This takes personal courage and trust in your own capacity to choose the right people.

3. Accept yourself and others for who they are and what they bring encourage authenticity.

We are different from one another in so many ways. It is this difference, which makes us each unique and special. We each have our own way to approach our work and **also our own** personal challenges. So in leading, do not insist on your way (which is not always the best way, in spite of all the evidence you can gather!); rather encourage different strategies to achieve your agreed vision. This way each person can believe it OK for him or her to be authentic and to be themselves.

4. Develop each person's capabilities to be their best.

This means your role is essentially a developer of people. For many managers and leaders this is optional or part of the performance function. **However**, developing those around you is the most important role you can play because when you learn to do this your team will be "falling over themselves" to do their individual and collective best. Why? because you have demonstrated your faith and belief in them.

5. Base your decisions on your key values.

You have to make many important decisions every day. We don't always "get it right" and sometimes it is for expedient reasons. When you know your key values and can use these as a compass to guide your choices you will always be in integrity. This means you have to be explicit about the values, which are important to you and be able to communicate them to others. We have a values clarification program, which can help you do this.

6. Be driven by your vision, not your intended results.

Results focus means you will be often linear in your approach and be driven by reaching an outcome. It is better to be guided by your vision for a desired future, which encourages more flexibility and creativity in getting there.

7. Incorporate qualities of humility, gratitude, flexibility, resilience, courage and service.

This applies both to yourself and others. These **qualities** determine how we behave when we are not being observed and when it 'doesn't matter.' It is our inner qualities, which ultimately determine our outer world and how we experience what happens to us each day.

8. Learn the art of building sustainable relationships in all aspects of your life.

The quality of our relationships determines the quality of our life. If you spend focused energy developing and continually improving your relationships, beginning with the important people in your life, it will return you many times over in the experiences you have and how you feel about yourself and the work you do. When we feel welcomed and connected to others we are prepared to give more of ourselves freely and without being asked. This naturally improves productivity and produces outstanding results.

Call to Action:

The Human Dimension's programs are designed so that workplace cultures flourish through the conscious development of your people.

Like to learn more about how to get results through people? If you are willing to explore your current approach and you are open to learning then complete a simple checklist and find out if now is the time for you and your team to adopt a better approach. This will tell you if you are ready, willing and able to be coached.

Email for your free copy. 'Checklist' in the subject line.

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articles and resources.

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