



# 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 investing in your 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.'*

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### ***Leaders - Acquire a Global View:***

In most cases leaders are too busy with what is in front of them to be concerned much with the big picture. While we would agree we are operating more in a global economy and that our world is 'shrinking' through the internet and use of technology and travel, we are still very much occupied with our own piece of the puzzle and their specific challenges.

This is being particularly brought home to me at the moment as we have a friend visiting and staying with us from an east African country. She and her young son find so much here which is so different from their experience back home. Yet I realize their life experiences represent the majority rather than the minority of the world's peoples, where their main preoccupation is to survive and ensure the very basics of life. This applies to many people, including communities here in Australia.

There are many problems facing the world and its peoples. Designing a different future for all depends on our willingness and capacity to cooperate, find solutions based on respect and with regard to difference and diversity.

The first place to look for change is 'within' us. How do we envisage the future and how do we want the world to look and feel for ourselves and our children? What attitudes and beliefs need to be challenged so we can create a different future?

One such community action which combines social action with personal change is a global movement called 'Be The Change'.

You can read more of this important initiative at:

<http://www.bethechange.org/>

Our world needs leaders who have more of a 'we' instead of a 'me' approach. We need to have a more informed and appreciative outlook on the impact of our decisions on the people and environment, not just for now, but for future generations as well.

This global perspective is more than being able to operate across cultural or geographical boundaries. It requires us to see the interconnectedness of our decisions and the impact of our choices on resources, natural systems and human communities.

As leaders we need to demonstrate more depth of character and authenticity to ensure that what we do and ask of others is affirming of the human spirit and has 'the greater good' in mind for all our stakeholders.

Enterprises in their vision and missions must increasingly ensure their actions align with and contribute to a more resilient future.

We who are relatively well resourced with high living standards and ease of access to knowledge and expertise can ensure our relative privilege is more readily contributed for the common good.

One organisation which is making a difference in this regard is:

<http://www.opportunity.org.au/home.asp>

There is an increasing awareness and shift in consciousness that our futures are intrinsically linked and interconnected - that we are responsible for our shared future. As leaders we are in a unique position to influence, and through our personal example can show others what is required and what is possible.

One of the people on the world stage I believe is representing some of this thinking is Barack Obama, one of the two Democratic USA presidential candidates. In a recent speech which focused on the complex issue of race <http://www.abc.net.au/unleashed/stories/s2195859.htm> he said:

*"In the end, then, what is called for is nothing more, and nothing less, than what all the world's great religions demand - that we do unto others as we would have them do unto us. Let us be our brother's keeper, Scripture tells us. Let us be our sister's keeper. Let us find that common stake we all have in one another, and let our politics reflect that spirit as well".*

Similarly climate change is another area where urgent action is required. It is clear in terms of climate change we will be utilizing some form of carbon trading scheme in Australia by the year 2010 in an effort to reduce our carbon footprint.

Climate change is at the forefront of the sustainability challenge. It is both a threat and an opportunity to meet the increasing expectations of people where decision makers and leaders will be courageous and honest enough to do what is necessary to ensure we have a future worth living in.

For an overview of what is proposed for Australia go to:

<http://www.garnautreview.org.au/>

Questions for us are:

1. To what extent is my current role giving me opportunities to contribute to a more resilient future?
2. How can I make a difference with what I currently know and can influence?
3. What else is needed to have a greater impact on those around me?
4. Is my business, enterprise or organization one which is actively contributing to a better future for the earth's people?
5. How informed am I about what are the various challenges facing us and of the solutions which are being explored?
6. To what extent do my current life choices fit with the need for a more collaborative, and respectful relationship with diverse people and the natural order?
7. How can I expand my awareness to take in the global perspective?

One of the ways we are clarifying this for our own business The Human Dimension is to work more with those leaders and teams who wish to contribute to a more resilient and sustainable world.

We are doing this so that our time, skills and expertise are utilized to maximise results for people, enterprises and the future of our planet.

We have always found ourselves to be alongside committed and conscientious leaders who are personally committed to making a difference; however because of the current conditions in our world we feel compelled to being more purposeful.

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### **Call to Action:**

This coming Saturday the 29<sup>th</sup> March 2008 at 8.00pm AEST we are being encouraged to turn off our lights / power for one hour.

This is Earth Hour and is one response to our world's climate change which has come about from our individual and collective actions contributing to global warming. See [www.earthhour.org](http://www.earthhour.org)

Individual change in our thinking and actions is essential to begin to shift the tide of disaster that is already becoming evident.

In our own suburban home, similar to more and more people, we have installed rainwater tanks and use them for most of our water usage, recycle

grey water, have a vegetable garden, buy local and organic food and cleaning products where possible, utilise low water shower heads and low wattage light globes. We have one hybrid car in our family and use carbon offsets when we fly. There is more to do and this is only a start. Our bigger goal is to build an environmentally friendly home with as much self sufficiency as possible.

Each of can do something and this starts with a change in attitude to our earth and existence of laws which determine the functions of our universe. We can learn a lot from our Indigenous brothers and sisters in this regard who know the earth is our mother.

Ensuring the earth and its people have a future is one global challenge, for which we as leaders, are especially accountable.

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