



# The Human Dimension

## ***THE LEADER WITHIN***

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**"During times of change and complexity we help busy executives and their teams deliver against their most important priorities."**

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.'*

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### ***Leaders are Energy Activists ...***

The emphasis in these newsletters is on the person who is leading. While it is important to develop skills and knowledge in order to perform at your best, one often neglected and ignored area of development is on the person themselves as leader.

A leader's growth does include learning the techniques of leadership. This is where a list of leadership behaviours is somewhat useful as it provides a mental list of where to put your attention.

However, a leader's growth is equally about one's interior life and unique purpose. Technique without purpose and personal awareness leaves us performing on the surface without depth or meaning.

Managers typically determine priorities, allocate resources and decide who works on what task to achieve agreed outcomes. Leaders on the other hand (and they may be the same person operating in different contexts) create by activating and focusing the energy of followers.

Leaders are able to focus that energy around a vision. Leaders make their dreams and the dreams of others come true. To achieve this requires leaders to embrace and understand human emotion and spirit.

We need to value emotion, spirit and soul along with intellect and rationality. We cannot strategically plan our way towards these aspects of being human, but we can acknowledge and encourage them to flourish in our enterprises.

Leaders need to master the art of vision creation, of activating and concentrating human energy around that vision and be able to build faith and trust.

The most significant factor which determines whether employees are passionate or not is the leadership they experience.

The 'easy' option is to control. Keep the pressure on, get results and offer incentives to those who perform.

Alternatively, we can see the key task for a leader is to create a work environment where employees want to perform at their best. You need emotionally engaged employees who are passionate about their work and the organisation they work for – because they want to. This is energy work.

The alternative is all too often compliance, as we seek approval, rewards and acceptance. In today's business climate, when we ask an employee to commit to quality, to a set of values, or to a vision, we are often asking for something we do not know how to obtain from people who may not wish to give it. We are asking for commitment – a very different proposition from compliance.

One of the ways we, in The Human Dimension, help release energy and passion is through coaching programs linked to powerful two day workshops which strengthen personal awareness, deepen emotional intelligence and equip participants with personal leadership tools and insights. This sets the benchmark and informs the new coaching relationship to achieve greater results.

Our Coaching produces the following results:

1. Leaders become more effective in their roles;
2. More open and trusting relationships are formed;
3. Interpersonal and organizational conflict is more quickly resolved;
4. Teamwork and true collaboration become easier - and expected;
5. Learning is captured and shared across the team more willingly, reducing errors and cycle time;
6. Creativity and innovation are unleashed - more energy is focused on solving customers'/clients' needs;
7. Resistance to change is greatly reduced and more people actively support change initiatives because they are involved;
8. Organizational values are revitalized and become more meaningful;
9. People receive the developmental time and attention they need in order to grow;
10. The organization becomes a better place to work and people consequently become more engaged in their work and in serving the mission of the business; and
11. People have more fun and turnover is reduced.

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### **Call to Action:**

Our company mission is *'to reawaken the human spirit'*. Our programs and coaches work with leaders and their teams to assist them to accomplish this.

If you wish to be more accomplished in activating and harnessing the energy of others here is what to do:

1. **Be your own person.** While we can learn from the example of others and copy what works, ultimately you are unique with no one else quite the same. As we work and live from our own special qualities, abilities and strengths the world will be better off because we had the courage to be 'me.'
2. **Commit to your own growth.** Get to know yourself really well and study human nature to find your way of leading, based on discovery, reflection, curiosity and willingness to change and evolve.
3. **Uncover your own unique purpose.** My purpose is to develop leaders who wish to create a better future. What is your purpose?
4. **Develop passion in yourself and those around you.** Is work a long series of problems to be solved; or do you experience joy and a sense of fulfilment? These experiences will come from being passionate, because intrinsically this is from where joy truly emanates.

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