



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.'

My wife and I are travelling through SE Asia during November and are looking forward to things new and different – and renewing ourselves and our relationship. This month's newsletter therefore covers October and November. I look forward to reconnecting with you all again in December.

Leaders – Replace Fear with Love

Have you found that many of your conversations recently seem to be around the current financial crisis or perhaps around climate change and the various impacts this is having or might have? Perhaps you live in a country where many of the basic services do not exist or are unreliable and there appears to be no way out as it has been like this for as long as you remember?

Over the past few years more research is showing that many in the more affluent societies are better off materially, yet less happy and fulfilled. The connected global networked world has meant faster access to whatever we need to know, yet we experience information overload and short attention to new inputs. Despite modernity we are faced with increasing stress in managing our lives and relationships. Work is becoming more complex and uncertain. We watch news and read newspapers only to learn of more disasters and wars. Fear breeds more conflict and separates us from ourselves and one another.

In the work context this is complicated by concerns of job losses or personal pressures which impact on performance and engagement levels. With so many changes occurring there is a low level of anxiety pervading our psyche.

It is easy to be fearful with so much unpredictable change combined with a certain amount of chaos and then to become slowly paralyzed – i.e. we become numb to what is going on around us. We do not know how it all really started nor where it will end.

The more fear assumes a central part of our response the more difficult it becomes to positively respond and the more easily instead we tend to negatively react.

If there is to be an upside, how do we navigate through these turbulent times we are facing on so many fronts? It is important we each lessen the flow of fear into our lives so we can live optimally and lead others to possibilities and creativity not allowing ourselves to be diminished by circumstances.

Where is your focus?

The focus we maintain generates the results we get. Are we focused on where we want to be or on all the potential barriers along the way?

What is important to you?

Do your current priorities reflect this? Many say family or relationships are very important yet this is one area where we often assume it somehow will be alright or we can take those people who are important to us for granted.

How do you know you are heading in your preferred direction?

Do you have a vision and a direction in which you are taking your life – how do your decisions as a leader contribute to this?

What are your values and strengths?

As we align what and how we do things around our strengths, we become more effective.

Do you know how to be happy?

Research shows that we can learn to change our emotional state and create a more positive and life affirming outlook. Be prepared to develop more happiness and joy so that you can contribute to lives of others without feeling you are depleting your own reserves.

What parts of your life needs to change?

Just because your approach has worked for you in the past doesn't mean that it will serve you well into the future. How resilient do you feel and how can you become more flexible and creative. It is these qualities which will serve you well in times of change and uncertainty.

Replace fear with love and compassion – for yourself and others and see the new possibilities and choices you have which are generated from such an expanded emotional and mental outlook.

Call to Action:

1. Be aware of your thinking and become more accustomed to filtering your beliefs. Change your thoughts to get a different perspective and open up choices.
2. Build friendships and community to share with and contribute to – it is no longer the path of independence – rather interdependence that is required.
3. Replace fear with love and feel gratitude and acceptance as part of how you experience yourself and others.

4. Upgrade your boundaries and raise your standards of what you will tolerate and allow into your life.
 5. Do more of those things which bring you joy and pleasure. It does not have to be expensive or time consuming.
 6. Be on the lookout for opportunities to learn and discover new ways of doing things. Many of the old paradigms are breaking down and the solutions we need are not yet visible to many yet. Be curious rather than certain.
 7. Stay alive and alert, yet observant of events, especially those which we have little or no control over and decide what we can and cannot do.
 8. Develop a capacity to 'think like a trained emergency professional' who has to be dispassionate yet discerning and to create options under pressure.
 9. Generate a big picture of what is occurring and get your situation into context. How miserable do you intend to get? Make a decision ... to live a life which is 'fear and worry driven' or to **choose to live a life of happiness and contentment.**
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