



The Human Dimension

THE LEADER WITHIN

June 2009

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"During times of change and complexity we help busy leaders and their teams deliver against their most important priorities by focussing on what is most valuable – the 'human dimension' of their organisation."

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.'

We have been reworking our services and the way we do things over the past several months. One of the consequences of this has been a break in our regular client newsletter. Sorry to take so long to get back into regular production. There is now a core leadership program (see below) and a team led by Lyn with the support of our daughter Kalinda. Gary over the next few months is taking well deserved long service leave to set the stage for the next part of life and the newsletter will now be written by Kalinda and Lyn Russell.

Prioritizing ...

Most people are driven by the concept of urgency – to work harder, smarter and faster. Urgency drives our work lives and increasingly our home lives. Many of us are constantly busy but never seem to make significant progress on what really counts. We find ourselves rushing from one appointment to the next, responding to a constant flow of emails and text messages, reacting to problems or crises that arise, striving to meet deadlines and the requests of others. This can result in us feeling depleted, anxious, stressed and overwhelmed. When have you ever feel like this?

To really effect positive change in our lives we need to reorganise the way we spend our time; to set aside appropriate time for what is truly important, so that secondary priorities are fitted in around our most important priorities. It is the key to finding appropriate balance between work, family and all the other roles in our life.

If we **choose** to prioritise those things which are important, and not urgent, we gain the capacity to deal effectively with the rest of our responsibilities; we

have enough time for our personal life; we have a sense of focus and accomplishment; and we find ways to deal with urgent and unimportant work without it becoming the focus. We are therefore in a *much more optimum place to respond*, rather than react, to life.

To put it simply, if we get this right everything else can fall into place.

Some areas of importance might include:

- Physical exercise
- Adequate rest
- Healthy diet
- Regular reflection time
- Nurturing key relationships
- Study and personal improvement
- Planning time
- Prayer or meditation
- Envisioning the future
- Devising and implementing systems
- Training and professional development
- Leisure and recreation
- Having fun

Re-defining our priorities means actually blocking out times in our diary for the things we know are most important to us, and having the discipline to commit to them.

As well renowned leadership expert Stephen Covey says: *“The key is not to prioritize what’s on your schedule, but to schedule your priorities.”*

As leaders it is crucial we pay attention to this matter. Building personal sustainability allows us to create reserves in our lives for tougher, more demanding challenges that hit all of us from time to time. These could take the form of a health crisis in ourselves or our families, financial pressures, downsizing at work, relationship problems, personal conflict or other large demands on our time and energy.

In our signature program **“The Leader Within”** we explore ways to redress this imbalance in our lives so we can become more resilient leaders who respond effectively in times of change. We invite people to move to place of mindfulness where each day, and each interaction in each day, is one of conscious choice. We teach ideas, principles and strategies that when applied have the power to transform our lives and we also provide individualised coaching support to enable this to happen. We have a strong belief that *‘a life in balance is a life wisely lived’* and the only sustainable way to approach the busy roles and responsibilities we all face.

Please contact us if you would like to experience the transformative power of this program in your organisation.

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 we wish to respond from a more optimum place in all circumstances here are some things we can do:

1. **Make yourself a top priority.** Set aside regular time daily, weekly and annually, for your own health and wellbeing. Prioritise those relationships and activities which leave you feeling happy, refreshed and fulfilled.
2. **Set aside time everyday for personal reflection and planning.** An investment of ten minutes first thing in the morning enables you to consciously analyse and decide on your priorities for that day. And a similar time each evening can help you reflect on the impact of those decisions and to re-assess if necessary.
3. **Find the support and resources necessary to follow-through.** Choose a friend, family member, colleague or coach who will support and encourage you to stay committed and focused on the important areas of your life. Allocate the resources necessary to fulfil your commitments.
4. **Visualize how you really want your life to be and celebrate along the way.** Honestly reflect on your top priorities and enjoy the consequences of re-orienting your life around them.

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Please visit our web site at <http://www.humandimension.com.au> for additional articles and resources.

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