



# 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 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.'*

### ***Leadership Qualities***

Being an effective leader is as much, if not more, about **who you are** as what you know or what you can do.

The difference between people complying with one leader and passionately following another, often lies in the character qualities of the individual person in the leadership position.

Truly effective leadership is a result of the **'quality'** of four factors:

1. The integrity, congruency and essence of **the person** themselves - Are they worth following or listening to? i.e. The qualities of the person. Some qualities that matter a lot in a person's character are humility, integrity, honesty, principle-centredness, authenticity and congruence.

Mohandas K. Gandhi demonstrated heroic leadership in his commitment to moral principles and service rather than one driven by acquisition of power. Gandhi's high standard of leadership can harness the ideals in all of us. The qualities he exemplified most strongly were personal responsibility, courage, truth, love and respect for the individual.

A leader with ethics and high values builds trust and loyalty with their people and therefore gains the support and 'followship' to get excellent results through cooperation, 'sign on' to their vision and trust in their decisions.

Who do you respect for who they are?

2. The strength, value, accuracy and relevancy of **the message** itself - Is it worth listening to? Does it inspire others? What does it mean?

i.e. The quality of the message.

Some qualities that inspire us to want to follow are messages that are truthful, considered, inspiring, visionary and clear.

Nelson Mandela is one such leader whose message and life have inspired thousands of people around the world. His quest for freedom for his people; an end to racism, injustice and apartheid; have shone through all his life. His life and message have transcended national boundaries and captured the hearts and imaginations of the world. Nelson Mandela is a world role model for strength and forgiveness and a symbol for reconciliation.

Having a clear and compelling vision engages people's commitment, and can inspire creativity, innovation and a greater willingness to achieve excellence.

Who do you respect for the message they convey?

3. The clarity, passion, congruence and sincerity of **the communication** - How is it delivered? The quality of the communication itself.

Some qualities of communication that make a difference are passion, sincerity, consideration for the listener, and limited use of jargon.

Barack Obama's inspiring and eloquent speech at the 2004 Democratic Convention and his electrifying election speech in 2008 made an enormous impact. Before becoming president his gift at communicating both verbally and in written form became evident. His book "Dreams of my Father" (1995) is an example of his powerful writing. It is eloquent, honest and compassionate. He powerfully guides us to the intersection of the most serious questions of identity, class and race whilst honestly talking about his own life. Obama's gifted and persuasive style of communication rouses strong emotional responses in his audiences and captures the imagination of millions.

Communicating in a way that connects to your audience, being accessible, sincere and compelling, is at the heart of effective leadership.

Who do you respect for how they communicate?

4. The respect, caring and trust present in **the relationship** -The quality of the relationship.

Some qualities that single out great relationships over mediocre ones are the measure of mutual respect present in the relationship, a sense of seeking to understand as well as be understood, and demonstrating genuine interest in others.

An example of a leader who built strong relationships with others no matter what status they had in life was princess Diana of Wales. Diana showed people her love for them and for that she was equally loved. A poignant example of how she reached out to others and formed relationships was a ballet dancer with Aids she befriended. She promised to be with him near his end and sat beside him and held his hand for two days and three nights before he died. Her example of numerous acts of compassion raised this standard of leadership to new levels.

For leaders to have relationships nurtured on trust and respect, it is important to demonstrate integrity, loyalty and openness.

Who do you respect for the relationship you have with them?

### **Differences between Effective and Ineffective leaders**

<b>Effective Leaders</b>	<b>Ineffective Leaders</b>
Proactive	Reactive
Expand their circle of influence	Focusing on their concerns to the detriment of action
See the best in themselves and in others	Doubting themselves and others
Share some responsibility for problems and solutions	Blaming others or wanting someone else to fix their problems
Seek the best solution	Settling for a compromise
Maintain a positive approach	Staying in negativity
Lead balanced lives	Getting into overload
Work with others as a team	Going it alone and doing it themselves

### **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 a leader who makes a difference here are some things you can immediately act on.

- 1. Model what you 'preach'.** Like children we follow example more easily than words. Be someone others want to follow.
- 2. Dream big! Have a large personal vision.** Find something that excites you and write down 3 things you can do this week to help manifest it.
- 3. Keep your nurturing pot full.** Being an alive and vital person vitalizes others. Find ways daily to revitalize yourself. What will you today?
- 4. Honour your word.** Successful leaders keep their promises and follow through on what they say. Your reputation is more precious than gold.
- 5. Get a coach.** Find someone who will believe in you, help you grow, challenge you, and give you regular feedback.
- 6. Be yourself.** Everyone has vastly different leadership styles and all can be equally effective. Be the very best you can be.

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