

...growing from within...

SELF-LEADERSHIP IS THE KEY TO ANY LEADERSHIP CAPABILITY

I believe the main reason that leadership is such an elusive subject, is that so few people actually want to truly become or fully understand what it is to be a leader!

I believe leadership is very simple but not easy.

It simply means doing what you say you are going to do for the betterment of a sustainable society, while enabling others (should they wish it) to gain the spotlight. A mostly emotional (EQ) and spiritual (SQ) position.

Society here means anything from a family, team, organisation, community, country or world....all organisms with the same fundamental elements.

For the commercial people out there, it means improving what you do and how you do it, to challenge others (internally or externally even competitors) to improve what they do, to build more authentic and trusting relationships (yes even with competitors), or possibly even change what you do to sustain the jobs and livelihoods of your employees.

Leadership for me is all about what Robert Greenleaf called Servant Leadership in his ground breaking 1977 essay 'The Servant as Leader'.

The fact that we have to place a word in front of the word leadership for me shows how much it has been diluted, abused, misused, bastardised and plagiarised, both by the media as more emotional shorthand for 'manager' and academics seeking to make a name for themselves, while seeking to sell backwards-looking MBA courses.

As W L Gore Associates – would say – if there are no followers there is no leader.

W L Gore is the only company to win the Sunday Times No 1 Company To Work For – for four consecutive years – no one else has won in twice! They are also in the Best Companies List (usually in the top five) in every country they operate in globally, which totals thirty two. They also mostly always outperform their competitors in creativity and profit.

If I ask you, while also carrying out the most challenging leadership role in life – a parent, who comes to mind when I ask who in your life would you trust to follow to be both happy and successful?

THAT IS YOUR BEST EXAMPLE OF A LEADER.

•	ou would use to describe them and their strengths.

How do you measure up to these and have you learned to actually embrace and develop these great strengths, knowing these are what made the difference to you?

I would add that there are always four personal aspects to leadership as there are to any human being.

Physical – PQ - To Live – Human-Living: Are you as fit and healthy as you can be.....with the one and only body that your life will have? In the key leadership area of being a parent – children only learn three ways – firstly example, secondly example and thirdly example! Eighty per cent of all children born to obese parents WILL become obese – no matter what they read (IQ). Too busy with 'busyness' to show your children (your legacy) how to live healthily, thus placing hoarding before health or money before morals? How can you change to be the example you wish to be?

Mental – IQ – To Learn – Human-Doing: Are you maximising your cognitive capacity – i.e. your skill to memorise facts and solve puzzles? This one is normally covered by society's need to attempt to measure humans for their worth in society.....a very narrow and brittle concept of schooling rather than education....and one which generally reduces self-esteem, the higher you go in the constant hierarchical comparison academic world. Can you use it to 'serve' the other three quotients?

Emotional – EQ – To Love – Human-Being: Are you constantly assessing your relationships both with self and others and seeking to improve them through improving yourself? Remembering that the only person you can improve on the planet is yourself. To seek to change others before firstly exploring changing yourself, is to be full of EGO (Edging Goodness Out).

Spiritual – SQ – To Leave a Legacy – Being Human: Are you constantly seeking to explore who you are and what you stand for? If someone instead of asking you what you do (Human-Doing) – was to ask 'Who are you?' (Human-Being).....what would you say?

"There is an Indian belief that everyone is in a house of four rooms:

A physical, a mental, an emotional and a spiritual.

Most of us tend to live in one room most of the time,
but unless we go into every room every day,
even if only to keep it aired,
we are not complete."

Rumer Godden, English novelist

If you say you are going to start going to the gymdo you?
If you say you are going to spend more time with your childrendo you?
If you say you are going to lose weightdo you?
If you say you are going to go home on timedo you?
If you say you are going to eat betterdo you?
If you say you are going to stop drinking / drugs / sex / bettingdo you?
If you say you are not going to lose your temper againdo you?
If you say you are not going to shout at your kidsdo you?
If you say you are going to take your lunch hour and get out and relaxdo you?
If you say you are not going to get uptight driving againdo you?
If you say you are going to take your holidays and not be on your phone or lap topdo you?
If you answer no to any of the above you will be constantly weakening any leadership capability you haveand quite possibly 'leaning' on your management position as

Leadership is about expanding the future.

Management is about controlling today.

boss or parent and thus limiting not only your life, but probably also the life of your

children to reach their full potential.

Leadership.....are you up for it?

"The difference between leaders and managers - is that leaders make the whole organisation more fun, successful and safe (Selfless) - managers make more money for the elite few and protect themselves at the cost of others - unsafe (Selfish)."

Simon Sinek