

Self Leadership: The task of claiming your life

By Robert Kirby

Letting go of change

Whatever you try to change or force to make happen persists. It is one of the universal laws that always was and always will be. Dale Carnegie once said 'a person convinced against their will is of the same opinion still'.

Human nature resists imposition. Overly strict parents are resented by children and authority figures are no different.

When you as a leader make the organisational or company strategy abundantly clear and then engage the team/staff to generate their creative ideas to bring it about, you will be pleased with their enthusiastic results. They will manifest the desired outcome.

The people around you need to win. If they do not they will fight you. Defiance in business is typically covert.

You as a leader will be undermined behind the scenes. The flow of productivity in the workplace will slow down.

Accordingly great leaders know that they cannot change people or dynamics directly. Change comes when you stop trying to change. Letting go of your attachment to outcomes is the first step. Frequent communication to and between the staff is the second step. Listening with great awareness is the third step. The fourth step is to facilitate by getting out of the way of their excellence.

In the 21st century the concept of manager is now antiquated. Great leaders must be facilitators. This requires you to authentically and organically embody these qualities.

Interconnection

We know now from Quantum Physics that everything in the universe is connected to everything else. And everyone is also connected. Therefore leaders must be thoroughbred racehorses in both their intention & behaviour and in their private thoughts.

For examples if you announce that the sales manager is doing a great job only to get him or her on side and secretly you do not trust that person everyone in the company will know it. They will feel your duplicity. Mistrust will prevail.

Therefore self leadership requires you to be 'true blue' inside and out. Only in this way can you authentically claim your life.

Ethics: Read the small print

Many leaders believe that to be ethical and honest they need only not cheat on the company, expenses, the tax man or their life partner. If that's all ethics involved then life would be sweeter and easier. 'Read the small print' means how do you advocate responsibility for difficulties or claim responsibilities for someone else's contributions? Nothing discourages the organisation or staff more than being overlooked for their contribution. It's more important than money or position. People not only crave appreciation, they also do not want to be blamed for poor decisions made by leaders. Leaders with blind spots who are not self confronting will fall into this trap. It will be their downfall.

Honouring the Past

Great leaders stand on the shoulders of those that have gone before them. The sacrifices, the successes and failures of their mentors and predecessors are vital forces in their personal power as leaders. Those leaders who blame former employees, mentors, leaders and company founders are asking for a train wreck. Distrust will permeate the organisation and these leaders become a 'lame duck'.

Conclusion

Modern day leaders must be self confronting ninja's. The only way to claim their life is to let go of trying to change dynamics. They must be integrated inside and out in their demeanour, give credit when really deserved and never blame the staff. Finally they must always honour those that have gone before them to bolster their own foundations. When all is said and done great leaders must lead themselves first, confront their own issues and claim their lives.

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