

## The *Authentic* Leader

Here's a thought ...

*For 40% of their time, leaders hold back and keep quiet.  
Can this be true? Does it matter?*

"Be who you are and say what you feel, because those who mind don't matter and those who matter don't mind." *Dr. Seuss*

I really get the powerful logic of Dr Seuss's viewpoint. Do you? What's amazing though is this human habit of justifying the 'good reasons' why we can't consistently be authentic... "*because of what other people might think of me.*"

What other people think of you is their business - not yours. They'll inevitably form views based on their own experiences, environment, opinions and hang ups. Compromising your authenticity, by selling out to other people's reaction, is a losing game for all concerned.

The point - creating an environment where people value their authenticity and express their view, regardless of their title or of the company they are in, **is an innovation imperative (and creativity is needed big time in tough times)**. Through my research, I have found that the leadership authenticity level in most organisations is about 60% (see **The Authenticity Maximiser™** on our website). This means that for 40% of the time leaders are holding back, keeping quiet and letting opportunities pass them by. It's in no one's job description to keep quiet about issues that are limiting human potential and enjoyment or slowing progress and reducing profit.



Leaders Connect works - fact! We give leaders confidence to make headway with their authentic self.

In my own experience, the more authentic I am the better my results are, the happier I am, the less I struggle, the less stressed I am, the more fun I am to be around, the better are my relationships, the more effective I am and the easier I am with myself. It all seems to click. For sure, sometimes it's tough to be authentic, but in the long run it's the only way to be!

**What's needed right now?** Answer - chances are your people are looking at you in these challenging times and every bit of the 100% authentic you is required!

**Suggested tool** to help you do this:

1. Visit our website and with unnerving self honesty complete **The Authenticity Maximiser™**
2. Pinpoint one key area to work on in Jan 09. Inform the key people who will be impacted by your greater authenticity as to what to expect from you. Ask for their support.
3. Repeat steps 1 and 2 in Feb, March, etc. Notice the response you get, your level of influence and your results. Enjoy the ride!

If you want some support on this or to enthuse about your dramatic successes, simply send me an e-mail to [paul@leaders-connect.com](mailto:paul@leaders-connect.com)

*Our next issue is 'The Developing Leader' ... to you on Tuesday, 3<sup>rd</sup> February 2009*

**Why do we send you this? What is the purpose of The Leader?**

Answer - simple; our mission at Leaders Connect is to provide practical support for leaders in the construction industry. The Leader is one of our 'tools'. We are also writing a book. To find out more and for other routes to practical support, check out our website.

I hope you find The Leader useful. If so, please share this issue with three other executives so they can benefit along with you and we can spread our work.

Regards

*Paul Fox*

6<sup>th</sup> January 2009

