



"Authentic leaders are those who are committed to a purpose or a mission; people who live by their values everyday and who know the true north of their moral compass. They lead with their hearts, not just with their heads, and have compassion for the people they serve. They do so with the discipline and commitment to get great results, not just for their shareholders but for all their stakeholders, their customers, their employees, and their shareholders as well as for the communities they serve."

-- Bill George, former Chairman and CEO of Medtronic

Powerfully Authentic Leadership:



Authentic Leadership

Authenticity is the courage to show the outer world where you are inside. When you lead authentically, others will feel a depth and resonance with your words and behavior. The same is true of an entire department, division, or organization.

Most of us feel uncomfortable when we are around someone who is inauthentic. We feel that there is something more, or another story other than the one we are being told. When presented with someone who lacks authenticity, our antennae arise. Often, we will view the other person skeptically, rather than taking them at face value. We may even look for ways to prove our doubts about them.

Authentic Leadership takes the courageous expression of self all the way from developing a greater level of self-awareness, to coaching and mentoring others to do the same.

*What lies behind us and what lies before us are
small matters compared to what lies within us.*

-Oliver Wendell Holmes.

*"None of us will ever accomplish anything
excellent or commanding except when he/she
listens to this whisper which is heard by him alone."*

-- Thomas Carlyle

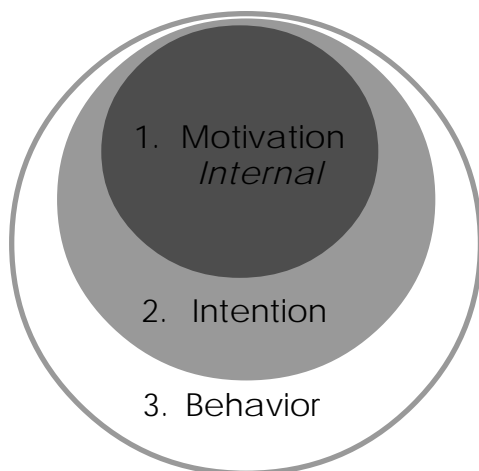
Authentic Leadership

As you become more aware of yourself and others, new choices become possible. This program is about helping you make those choices and about setting a course to build more productive relationships.

What you will gain:

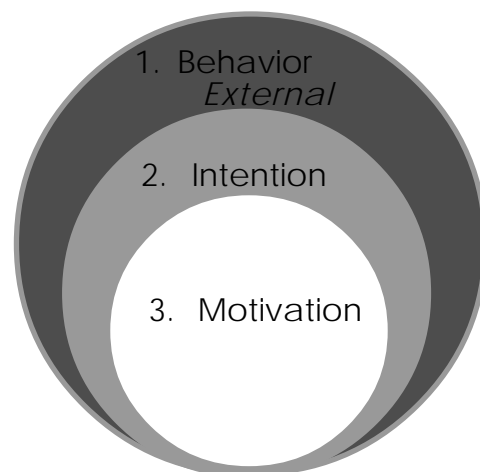
- A better understanding of gaps between your intentions and other's perceptions of your actions (results).
- Working knowledge of how to interact with other people in your life to encourage productive relationships
- A deeper awareness of self and individual interactions on your team
- Skills for supporting transformation and change in relationships
- Actionable steps to put you new-found knowledge into practice

Your self-perception is based upon...



...what you are trying to do!

Others' perceptions of you are based upon...



...what they are seeing you do!

Authentic Leadership Model: Notes

Self-Awareness

Authenticity

Active Creation

Integrity

Connections

"Act as if what you do makes a difference; it does."

-- William James

Active Creation: Putting Awareness into Action

Innovation
Strategic Planning
Actionable Steps
Creative Process

Vision A compelling, bold future picture of where we want to be.

Mission What role we perform in the organization.

Stretch Goals

A goal is the purpose toward which an endeavor is directed; measurable and supportive of the mission. A *stretch goal* is a goal so big and bold that it seems almost impossible to achieve.

The idea is that none of us really knows what goals are possible or impossible, so we might as well "go for it."

"You are not here merely to make a living. You are here to enable the world to live more amply, with greater vision, and with a finer spirit of hope and achievement. You are here to enrich the world. You impoverish yourself if you forget this errand".

-- Woodrow Wilson (1856 - 1924)