

Leading with Soul

1.) Quick Quote to Consider

"I am not always bound to win but I am bound to be true. I am not always bound to succeed but I am bound to live up to what light I have." Abraham Lincoln

2.) How To Keep Your Organization's Vision Alive To Increase Productivity And Profits — From The President To The Newest Employee

With the tragic events of September 11 still echoing in our hearts, we thought that it was appropriate this month to share a little treasure of a book entitled "Leading With Soul: An Uncommon Journey of Spirit" by Lee G. Bolman and Terrence E. Deal. Over the last year, we've shared many articles, books and reflective exercises on the how-to's of being a leader. However, there are many aspects of leading. Often we concentrate on the thinking, analytic aspect of managing. Yet the most challenging part of leading is winning over the hearts of those we lead. Giving your team a reason or purpose for getting out of bed each morning and choosing their attitudes! Now we'd like to share some thoughts from "Leading With Soul" on the heart of leading.

"Perhaps we lost our way when we forgot that the heart of leadership lies in the hearts of leaders. We fooled ourselves, thinking that sheer bravado or sophisticated analytic techniques could respond to our deepest concerns. We lost touch with a most precious human gift — our spirit.

To recapture spirit, we need to relearn how to lead with soul. How to breathe new zest and buoyancy into life. How to reinvigorate the family as a sanctuary where people can grow, design, and find love. How to reinfuse the workplace with vigor and elan. Leading with soul returns us to ancient spiritual basics — reclaiming the enduring human capacity that gives our lives passion and purpose.

Historically, humans have found meaning in work, family, community and shared faith. They have drawn upon collective resources to do what they could not do alone. United effort — raising a barn, shoring a levee, rescuing earthquake victims, or singing a hymn — have brought people together, created enduring bonds, and exemplified the possibilities of collective spirit.

...Deep in our hearts, all of us need to find, or rediscover, a different path — to rekindle new meaning in both secular and religious organizations. But what is this different path? And where do we find the courage to follow it?

...Today's stressful and turbulent world compounds the risk of stunted souls and spiritual malaise. Managers try almost anything to stay current and achieve success. Sometimes their efforts are rewarded. Too often they and their organizations lose touch with their cores. As consultants and researchers, we have repeatedly found that managers' first response is to focus on the rational and technical features of any situation. Analyze. Plan. Change policies. Restructure. Reengineer. There are sensible responses to many business problems, but they



miss another deeper dimension. Our work has taught us that the symbolic, expressive facets of organizational life are at the heart of inspired leadership... The signs point toward spirit and soul as the essence of leadership. There is growing consensus that we need a new paradigm to move beyond the traps of conventional thinking. In truth, we may need to rediscover and renew an old paradigm, one deeply embedded in traditional wisdom."

"Leading With Soul" tells the simple story of an experienced leader's quest to seek new sources of vigor, meaning and hope in leading. The story is told in a series of conversations between the leader and a wise, experienced sage. During these challenging times, you might find this an inspirational tale to help you on your own journey of spirit as a leader.

Reflective exercise:

We encourage you to read this little book. It doesn't require a lot of time, but then take some extra time to reflect on the following:

1. Write down three things you can implement to lead with soul.
2. If you began to implement these new ideas, how would this benefit you, your team and your organization?
3. Try this for a week and see what kind of results you achieve from your team and even yourself.