

Enlightened Leadership

CO-CREATING THE FUTURE TOGETHER



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Coaching & Consultancy^{Ltd}

Abandoning The Art of Stale Management Styles, Towards holistic, Entrepreneurial Leadership With Purpose

Creating The Ultimate Fan Base From Among Your Team Members

When you think in terms of your role, do you consider yourself to be a manager or a leader? Of course the simple truth is that we apply aspects of both within what we do. It begs the question, however, do you see yourself as a successful manager who possesses leadership skills or as a successful leader period who demonstrates natural management skills & aptitude in what you do as a leader?

To reach the enviable heights of successful leadership, earning the respect and loyalty of others takes time, energy and commitment towards an introspective journey of self.

When we think of what it takes, it quite simply is a question of 'Being The Leader You Would Follow', but again who might that look like? How might we shape the necessary skills? Accumulate the necessary attributes? and is it that leaders are born into success or grow into success by their actions? Something of course for reflection whilst considering the tips and suggested areas below...

CREATE VISION & INSPIRE LEAD WITH AUTHENTICITY

When we think of leading with authenticity, what does that look like?
When visualizing that person, who do we picture and how does it feel
engaging with that person?. In effect, for many, it's being the person
others choose to follow with transparency and genuine intent;
developing 'One's Own Brand of Leadership', whilst 'Living your values'.

Embodying leadership, when creating & shaping vision, is inclusive of
making an active choice to lead with collective purpose, to seek
possibilities and unite people to create and bring imagined and often
bold ideas to fruition with simple clarity and compelling communication
that motivates.

In summation, acting with deliberate intention, rather than merely
reacting and being the source of inspiration & empowerment to others,
creating the ability to 'Think Beyond'...

LEAD WITH HUMILITY LISTEN WITH EMPATHY

How does humility & empathy feature in your role? To what degree is it a priority, part of your inner values, embedded into your day to day practice? The reality of such leadership lies with incorporating the essential ingredients of mindfulness & gratitude, with acute listening, in shaping the culture and humanity of your company or organisation.

Paying Attention to & Acknowledging the 'Unique Brilliance' of Each Team Member through trust and integrity is an essential process to undertake. 'Welcome Brilliance'-in the thoughts & ideas of others, advocating the benefits of developmental feedback.

LEAD COACH LEADING THROUGH RAPPORT

How does the development and embracing of a coaching culture in the work space serve developmental growth as well as promoting successful leadership? Being curious through open & guided questioning, whilst encouraging engagement through conversations in all directions of company structure embeds a co-creative culture that promotes consistent improvement in performance, drives motivation & retention, and facilitating the leader within for all-peak performers.

The essential need to Acknowledge & validate is a priority-'Your Team have the Answers to Bring about Success'. Empower Your Team to Know Their Worth, They Have the Resources Within Themselves to Reach Beyond. Building Relationships, Influencing Stakeholders to Realize a stronger Vision Together.

CHANGE AGENT THINKERS LEAD THROUGH INNOVATION

To advocate a team of influential and critical thinkers as well as future leaders who are team problem-solvers who use solution-based strategies, there is a need to advocate agility and change within company policy and culture. As a leader how do you inspire thinking? Idea creation? Out of the box innovation? Being the Lead Change Agent advocates the flexibility to change, identifying when and how change is necessary. Being a Bold and agile 'disruptor', who facilitates the difficult questions, provides a safe environment for innovation.

How do you advocate multi-generational influence in your role?, To what degree do you and your company display cultural intelligence? An entrepreneurial attitude is essential and is demanded in order to provide the answers to such questions and to drive positive developmental outcomes.

EMOTIONAL FITNESS

What does it mean to be emotionally fit? Leading through Emotional Intelligence (EQ) and 'Empowering a Team to Dream Big & Aspire Towards an Agreed Vision'? As a leader how do you account for feelings as well as ideas?

Advocating and modeling flexibility, agility/adaptability and resilience are core to providing an environment where emotional fitness can be realized. Showing authentic compassion, curiosity and empathy within a culture that embraces mindfulness creates the foundation where the desire to grow outweighs the desire to avoid criticism or failure. An essential ingredient of such a leader is effective communications: being articulate regarding the needs & expectations required of a team member and engaging their buy in and ownership.

EMOTIONAL FITNESS KEY INTEGRAL ASPECTS

Self-Awareness:

What Drives Me?

What Triggers Me? What are My Biases?

What Motivates Me?

Self-Regulation: Act-don't-React:

Controlling & Managing Emotions & Response

Reading The Team:

What Drives Them?

What Motivates Them?

What Blocks Them?

LEADING THROUGH LIFE LONG LEARNING FOR SUSTAINABILITY

As leaders 'Are We SMART'? How do we aspire beyond the immediate and strive into sustaining real growth and success?

Self-revelation & modelling behaviour of reflective analysis of our own professional portfolio is essential practice. Individual accountability, as to our own growth as a leader as well as that of the company and its staff, is paramount to achieving credibility and authenticity when striving for long term sustained success.

'Remaining Curious', 'Relevant & Agile' regarding the company's place in the market, future projections and calculated risk-taking creates a natural balance between Emotional Intelligence and Analytical Intelligence, where innovating, trying new ideas and even risking failure to grow & learn become accepted behaviour.

LET GO OF THE REIGNS: TRUST

Within your leadership scope, who has ownership? Who celebrates the win or sucks up the loss?

Ownership & Trust promotes commitment, performance & retention, in essence a high ROI (Return on Investment). Creating a foundation for High output, High Morale and Co-Created Strategies. It is important to model the behaviour that is sought and to provide consistency.

In letting go, we resist the urge to micro-manage and instead empower our teams to show their value, worth and longevity with their own ideas. Distributed leadership builds confidence to go beyond that which is expected, advocating a shared decision-making process within a culture of co-created accountability and ownership. For authentic success there needs to be a true advocacy of team ownership of challenges with the freedom of direction in seeking team suggestions of next steps, strategies and monitoring frameworks.

THE 'WE' NOT 'ME' SPACE CONFLICT TO CO-CONSTRUCTION

As a successful leader, how do we embody and advocate a Team Ethos, where the journey toward Co-Construction is as equally prized and valued as the outcome? In what ways do you advocate and promote reflective inquiry among your team members?

LIVE OUTSIDE THE COMFORT ZONE

As a leader, where do you stand? Do you remain self-contained within the comfort zone and managing known variables and ticking known boxes? Do you occasionally take a hesitant step outside into the unknown and quickly rush back to a safe haven of comfort? Or do you strive consistently to aim for the new, the agility of change and the discomfort of transition and transformation?

FREE DISCOVERY SESSION

Discover more about the coaching and/or consulting process, and how it can be of benefit and add value to your current situation...

Navigating beyond your current situation can often be challenging and overwhelming. Often your proximity to the situation can cloud your decision-making and lead to prolonged procrastination. Join me in a FREE DISCOVERY SESSION, where together we will demystify what's preventing your progress and bring clarity to the benefits that partnering with a coach can offer you in terms of value and success.

- ✓ *Together, we'll discover more about the coaching process.*
- ✓ *Together, we'll create a clear picture of how working with a coach can benefit you and add value to your future success.*
- ✓ *Together, we'll identify your most urgent challenge and clarify context.*
- ✓ *Together, we'll build trust and rapport and establish potential outcomes you'd like to achieve through future coaching or consultancy.*
- ✓ *Together, we'll identify potential next steps... towards shaping a goal and potential plan of action.*

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