



Remarkable Leadership

Overview

Remarkable leadership works predominately through emotions!

Leadership success depends largely on the high level of awareness of 'how' the leader behaves, more so than what they say.

Effectively every leader acts as the organization's emotional or energetic guide – the leader has the maximal power to sway everyone's emotions one way or the other – resonance or dissonance.

The reason for this is because of the 'Open Loop' limbic system.

Science has proven that this system works on the premise that people are essentially electromagnetic energy which they can both transmit and receive.

Science has also proven that a person can transmit electromagnetic signals that are so powerful that they can alter the hormone levels, cardiovascular function, sleep rhythms, even immune function inside the body of another person.

Generally, people everywhere tend to rely on their energetic (or emotional) connections with others for their own emotional stability.

This happens in organizations as well. In fact, its mostly how cultures are formed, which is through the most influential person ... the leader.

Even with a network of other influencers such as the managers – everyone watches and 'feels' the boss first and foremost for the cues on how to behave.

Leaders manage meaning through their thoughtful and well directed energetic transmission ... they set the emotional standard or culture of an organization.

To do this successfully the leader must have credibility and the respect and trust of the people they are leading.

It is worthy to note that not all emotions spread at the same pace or with the same impact – cheerfulness and warmth spreads faster than irritability or fear.

It is also important to know that from a brain science perspective the fastest brain to brain connection can be achieved through laughter ... laughter instantly interlocks the limbic systems.

Leaders who are more skilled at transmitting positive emotional states using their voice, expressions, tonality and body language more rapidly inspire the shift of the emotional states of their people to being more positive and productive.

Research has proven that the emotional states of people have a direct impact on their creativity, imagination and happiness, which have been proven to have a direct effect on their productivity.

When people are upbeat and feel good, when they are optimistic and see the positive side, they do good work ...

... when they are made to or choose to feel bad, they focus on the downside and their behavior is modified accordingly – their work is usually of a poor standard.

Research has also proven that for every 1% improvement in the service climate, there's a 2% increase in revenue.

Leaders, through the transmission of their electromagnetic energy, their emotional state of being, actually drive the service climate and therefore the predisposition of employees to satisfy customers.

Think about it this way ... the emotional climate drives results and it is the actions and state of being of the leader that drives the climate.

Inevitably all roads then lead back to the leader in terms of how the organization performs.

Therefore, unless the leader, is leading authentically from the heart, transmitting high vibrational 'positive' energy the bottom line will be adversely affected.

So essentially there are two kinds of polarized connections that leaders can create ...

The 'resonant' leader > creates a climate of positivity that empowers people to do their best work. He/she is a 'multiplier'. The business will likely thrive.

The 'dissonant' leader > creates a climate of fear, anxiety and apathy that dispirits people and renders them unhappy, ineffective and unproductive. He/she is a 'diminisher'. The business will likely decline.

So, what have we learned here?

For leaders to be and do the remarkable they need to be masters at understanding and controlling the transmission and reception of electromagnetic or emotional energy.

And that means having a high EQ, or emotional intelligence.

And while, by today's standards having a high IQ, or intellectual intelligence will get people to the leadership door ... it's not the key discriminator that will determine if they are wildly successful or not.

EQ, or Emotional Intelligence, or the capability of the leader to manage their electromagnetic transmission and reception, has been proven to be the key discriminator.

There are Four Domains of EQ

The world-renowned research of Daniel Goleman and Richard Boyatzis has proven there are four core domains of Emotional Intelligence ...

Self awareness, self management, social awareness and relationship management.

Let's briefly summarize each:

Self Awareness

- The basis for everything.
- Facilitates both clarity and focus about their own sense of being, direction and priorities. Their own unique identity.
- Recognize how their own feelings / emotions (their electromagnetic transmission) affects themselves and their organization and performance.
- Attuned to guiding values and how they should respond in any given situation.
- Key to discovering your unique identity is to undertake the Best Self Identity Method, which is a part of this program.

Self Management

- Leaders behave in alignment with their unique best self identity consistently in all situations.
- Have emotional self control and stay calm, clear headed and resourceful under stress and during a crisis.
- Leaders need to be transparent and live their values. They need to be authentic, open to others about their feelings, beliefs and actions. They admit mistakes and confront unethical behavior.
- These leaders are adaptable and flexible and are nimble to existing and new challenges.
- They value and strive for achievement and high standards and are always looking to improve and progress. They are pragmatic, set goals that are worthy, measurable and attainable.

- They take the initiative, seize opportunities or create them and make things happen regardless of the rules.
- They are also optimistic, see others positively and expect and help people to achieve their best.

Social Awareness

- Great leaders are able to tune into a range of emotional states letting them empathize with others. They get along well with people from diverse backgrounds.
- They have a keen sense of social awareness, can detect networks and read power relationships. They quickly understand the political forces at work as well as what drives them.
- They have a high service ethic and monitor customer satisfaction carefully always looking to improve on what they have done.

Relationship Management

- They inspire through resonance (positive electromagnetic transmission) and move people with a compelling vision and shared sense of purpose.
- They are great influencers and know how to engender the support and allegiance of a person or group.
- They work to develop others and show a genuine interest in those they are helping along.
- They are a catalyst for change and challenge the status quo and lead by championing a new order, new ways of thinking and doing.
- They manage conflict, acknowledge the emotional states and are able to find a common ideal to bring people and groups together to a shared ideal.
- They generate an atmosphere of mutual respect, helpfulness and co-operation. They strive for a close relationships, collective effort, shared spirit and identity to a common goal.

How to Become a Great Leader – The ‘Boyatzis’ Process of Sustainable Change

This model was developed by Richard Boyatzis after 3 decades of work in leadership development through academic research and consulting with organizations.

1. What is my real self – Who am I now, what are my strengths and gaps to being great? This self awareness can be achieved through undertaking the Best Self Identity Method.

2. What is my ideal self – Who do I want to be as the ideal version of myself. This can be achieved through undertaking the Best Self Identity Method.
3. Rapid learning – What are the key things I need to know and do to become my ideal self consistently? This can be achieved through undertaking the Best Self Identity Method.
4. Becoming my ideal self – the process of utilizing training, coaching and then practicing the new behaviors, thoughts and emotions to be my ideal self every minute of every day. This can be achieved through undertaking the Best Self Identity Method.

The discipline of setting goals and creating actions to focus on with passion and discipline.

5. Close relationships – The process of developing supportive and trusting relationships that make the sustained change I am looking for possible. This can be achieved through undertaking the Best Self Identity Method.