

LEADERSHIP MATTERS

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Making the Connection

I was in a briefing with a client who I had spoken for and we were constructing a full day program for his team as an extension to the keynote that I have previously delivered.

We got talking about Clarity of Purpose and my client wasn't sure it was the best thing to talk to the group about. This interested me as I am a real believer in us understanding why we do what we do, on so many levels.

Having heard the keynote a couple of times he went on to tell me that he completely understood what my clarity of purpose was and why it was important but couldn't see how

his group who were project managers could find a similar clarity of purpose in what they do. I found his view really interesting and at the same time decided that Clarity of Purpose HAD to be in the full day program - more so now than before.

We were building a leadership program but I was convinced that we needed to understand our purpose and what we were trying to achieve before we ventured into any discussions around leadership.

During the delivery of the program to the group we explored what the company

was about, what on a contextual level they stood for. What surprised me was that a senior group of people had such different visions around what as an organisation they thought was most important.

The discussion from the group showed a number of things, but for me it was the lack of alignment and why there was a real disconnect in the teams that they were leading.

How could there be alignment when the senior group were asked in one word what they thought their organisation was really all about above all else and the responses included profit, customers, reputation,

loyalty and service. Needless to say we spent some time exploring this.

What we arrived at was that it wasn't profit. Profit was not at the expense of ethical behaviour. It wasn't customers per se, because you can have a lot of customers who aren't happy with their service.

It wasn't reputation, because plenty of organisations have reputations they wish they didn't, and it wasn't service because again there are varying levels of service.

What this organisation was about was loyalty and in my mind that was in complete congruence with what they wanted it to be.

We spent further time discussing this on both an organisational level and on what it means on a personal level. I certainly wouldn't have felt as though I had done my job if members of the group thought it was ok for me to have a clarity of purpose because of what I do, but for

them it was too hard to find and there was something in their eyes about their role that excused them from that journey.

Having a beer at the end of the session with my client who had initially thought we shouldn't explore Clarity of Purpose he said to me, "I understand what that is about now, it's about being true to yourself!"

I sat on the plane thinking about his comment and

wondered what changes he would make to his life if he decided to be really true to himself. What would he start doing and what would he stop doing if he was true to himself?

Interesting question to ask ourselves. If you're not living a life that is really true to yourself what would you do?

"To love oneself is the beginning of a lifelong romance."

Oscar Wilde

HANDS UPDATE

Across the country the wheels have begun to turn. They are training in Perth, Brisbane, Sydney, on the streets of Singapore and if you look closely on the main road of Titirangi you will see them.

Of course I refer to the riders for the 2010 Hands Across the Water bike ride from Bangkok to Khao Lak. The tour group has been selected and now the training begins. Everyone of them is aiming to raise \$10,000 individually to help in the construction of the project at Baan Nam Khem.

The new facility will serve as a community centre, education centre, health care centre and provide 16 rooms for short term accommodation.

This will really be an important facility for the forgotten community of Baan Nam Khem who lost so much and continually struggle with the rebuilding of their lives. If you would like to support any of the riders please visit the following page and learn more about the ride.