

Chart Your Change Newsletter



Chart Your Change is about knowing you're ready for your life to take on another dimension of meaning and growth: trusting yourself to achieve what is possible without yet knowing.

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Vol. 3 Issue: #3

March/2008

Dear Flo,

AN ELECTION YEAR AND A WILDRIDE!

It's interesting to note that in 1860, three of the rivals (Chase, Seward and Bates) mentioned in this month's feature article were seeking and expecting the nomination of their party. In light of our anticipation to vote for a new president, I felt compelled to totally inundate you with quotes from our past presidents.

"Leadership is the art of getting someone else to do something you want done because he wants to do it."

-- Dwight Eisenhower

"The best executive is the one who has sense enough to pick good men to do what he wants done, and self-restraint to keep from meddling with them while they do it."

-- Theodore Roosevelt

"A good leader can't get too far ahead of his followers."

-- Franklin Delano Roosevelt

What are your specific concerns or interest that you'd like me to write about? Would love to hear from you. Email me at flo@thinkingwellconsulting.com.

MONTHLY DESTINATION:

Articles on evolving, enhancing skills and transforming



THE NATURE OF TRUE LEADERSHIP

[212 The Extra Degree](#)

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A few years ago, I came across Doris Kearns Goodwin's work, "A Team of Rivals" and thought: this is fascinating historical research but a bit daunting at 944 pages. I skimmed through it and realized that what Abraham Lincoln did when newly elected was brilliant. He had vigorous opponents in powerful positions and knew that these adversaries would block, impede and undermine any policy change he wished to bring about and any alliances he would try to forge within Congress.

This president's greatness was in his ability to continually grow into his leadership. It was never a one-time event. I see the man born in a one-room log cabin as someone who meticulously cultivated self-knowledge and a profound understanding of the factors motivating others. He set about gaining the support of his most entrenched opponents (Edwin Stanton, Salmon Chase, William Seward and Edwin Bates) and offered each one a cabinet position that appealed to each of them. It took a long time to win some of his opponents over. But in time, they began to know and respect the man. Lincoln had them working in concert. They were a team and yet they could be adversarial. They had a commitment, a cause and a leader who engaged them to give their very best.

This Civil War president's vision demanded he surround himself with men whose expertise and opinions he respected and he sorely needed these individuals to debate him to see the value of opposing views. His cabinet eventually grew to admire Lincoln's gifted ability to balance factions within his administration. How did Lincoln accomplish this? What is the true nature leadership?

Lincoln exhibited patience, humility, a vision, a sense of purpose, having the ability to flex to any given situation, humanity, brilliance of mind and heart. His leadership was enlightened.

How do we define leadership today? Is it a collection of interpersonal skills, learned effective behaviors, political competencies, and self-management? What else is required? Trust, authenticity, the ability to influence? To lead others implies gaining trust. A trusted leader is one who builds support, gains traction for his/her ideas and is someone people are willing to follow.

Lincoln turned his rivals' initial resentment and contempt into admiration and an opinion of the man as "almost a perfect individual." How well do you lead those who have opposing views, attitudes and differing opinions?

"Never doubt that a small group of committed people can change the world: Indeed, it is the only thing that ever has."

Margaret Mead

TRUE NORTH:

Articles on Direction and the Road Less Traveled

BE A BEACON IN YOUR ORGANIZATION

How can you influence your organization, your direct reports, your environment, and move in a positive direction?



Think about the impact you can make in your company and identify in what arenas you can effect change. Some questions to help you:

- How receptive is your organization to change?
- Will your ideas align with the organization's strategic plan?
- How will the culture propel or stall your formulated goals?
- How will your plan impact changes to job functions, work loads?
- Assess your allies and resisters: Who is likely to support you or oppose you?

Cultivate support for your plan. Be creative. Assemble a coalition of supporters and get the necessary buy-in from key stakeholders. Actively negotiate for consensus. Work on winning over your resisters.

Keep momentum up:

- Deal with conflict and anticipate opposition
- Motivate and maintain focus
- Monitor performance results and make adjustments
- Maintain the resources needed

JOURNEY'S END:

Articles on insights and taking the leap

You are a leader...

Each time you inspire someone to go beyond their self-imposed limitations.

Each time you mentor someone and they follow your lead to accomplish what they are capable of doing.

Each time you encourage someone to face their fears and play a bigger game.

Each time you connect someone to a larger vision and their highest purpose.

Each time you advance someone's need to feel that something they are doing is at least partly their idea and foster their confidence.

Each time you unite others to focus on a common mission.

Be inspired, listen and watch [The Essence of Leadership Movie](#).

Have a joyful month.



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