

# Awakened Leadership



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Insights and Inspiration



# Why Now?



We live in a volatile, complex and ambiguous world. Big data is doubling every six months. Disruptive technologies are introduced daily. The workforce and client pools have evolved with Generation Y and increased mobility. Business and product life cycles have been significantly reduced. Corporate values are shifting with one in four youth enterprises having a social angle. More women are working at every level and social responsibility is attached to most mission statements.

To lead and achieve business success in the world of driverless cars, drones and 3D printers – where university curricula are available for free online – we must change our approach. The old leadership paradigm will not stick. The theories and practice of the past cannot inform the future. A radical shift is needed on the path to ‘becoming a leader’, from education and onboarding to developing throughout a career.

We need leaders who are skillful in allowing insights. Who can feel the future. Who are able to build deep and meaningful relationships in every corporate direction. Leaders who are humble, disciplined and personally mature – comfortable with giving trust and with ‘not knowing’. We must develop leaders who can take themselves out of the picture and allow the natural talents of their teams to shine.

I trust this paper will leave you with a sense of wonder and deep self-reflection, and give you powerful insights into the level of self-awareness and attitude evolution required to travel up the future ranks effortlessly.



# Skills for Leaders of the Future

Maturing for a leader starts with developing awareness: awareness of the self and the meta level of how your team 'is' and 'is not'. That extends to stakeholders, clients, suppliers and the market. With knowledge of yourself and the part you played in becoming who you are – as well as what you bring to the table as a person – you can start taking responsibility for yourself in the office. That means taking responsibility for your intentions through your thoughts, words, actions, developed habits, your character and the future you create for yourself, your team and your company.



When you can identify how you 'show up' in your role, you want to work on your emotional intelligence and self-regulation of mental and behavioral patterns. You start to fully own yourself. In every corporate or life situation, you become the 'cause in the matter' – whatever the outcome. Your language will shift from the outside in. You will make all results yours only.

The moment you can see your team through the lens of a contributor, aware of when the team 'is' or 'is not', you create an emotional distance and can act from a different perspective. You are not only taking part in meetings but you become acutely aware of how every word, gesture and interaction lands and how it affects motivation and team atmosphere. By naming the unseen dynamics playing out, your team is empowered to self-manage into higher efficiency and effectiveness. Commitment versus attachment comes into play. You start to allow your teams' talents to come forth as you take a back seat.

With time you will see that making mistakes is positive. Experimenting and course correcting are part of a response to the emergent future that will always be unknown and that you cannot fully prepare for. You start developing intuition – the nudge inside you that knows what your rational brain does not. You become an expert at creating insights for yourself and the people around you. At unleashing and nurturing real creativity in how relationships can be developed, where there is no judgment, and no fixed rules.

Not taking yourself too seriously and connecting with yourself on a new level allows your presence to deepen. When you speak and 80% of your attention is on you, your audience listens, as all the words have purpose. There is no waste. Being conscious of your subtle projections you start moderating conversations to a new richness of experience for the



people who work and transact with you. That creates followership and charisma forms. You become skillful in owning the stage and, with time, you grow into a light that illuminates other peoples' lives.

Reframing becomes a natural aptitude for seeing advantage in disadvantage. With the right mindset and attitude you reexamine fear into an emotional state you not only control, but flourish with as a leader.

Mindfulness is about using attention for focus and concentration. It is slowing down to notice more, hearing exactly what is being said without filters from your past experience, and being able to manage your mental and physical energy for the leadership ultramarathon.

Developing competence in mindfulness allows you to not only be with reality as it is, it also sharpens your senses to be fully available. It expands your palette of possible responses to what is happening and you become able to call on emotional resilience, courage and positivity – which your body knows from the past but which are buried into the subconscious and rarely used as a resource for business success.

Allowing your team to fully develop their natural potential requires egolessness. When you can differentiate the protective ego – the personality – from the core of your being, you free yourself up to fully lead with self-trust, vulnerability and alertness. As you project your full maturity, it is infectious to those around you. They become autonomous, self-reliant and dependent on the greater whole of which they are a part. Your business becomes self-organising and self-regulating in a constant, intimate dance with the market.

From the world view of collaboration, abundance, contribution, full perception and no ego, the 'not knowing' is not only possible, it is effortless. It creates opportunities we hardly knew existed.

Leading into the future requires an inner coherence. When this radiates out of you as a leader, it orders the environment you live and work in and lifts others to a new level.

Leading into the future demands presence and authenticity to enable you to connect with others and form lasting allegiances on all levels.

Leading into the future calls for a bold vision, which develops when you are not surprised by 'what is' and 'why' and you are not afraid of what's coming.

# Transforming Your Style

Pause and reflect how you can become an even more effective, real and connected leader. What style would give you more fulfilment, both personally and professionally? What would cost you less? What would you like your legacy to be? Personal growth and a conscious investment in your own development are prerequisites for mature leadership.

In this process of personal and leadership transmutation, enrolling others in your journey – those in your immediate environment at work and home – is essential. Why is that?

One – to validate the transformation. We only change when others tell us we have.  
Two – to create the support atmosphere of 'no going back'. To establish personal accountability so we can be called out when old patterns emerge.  
Three – to ease the effects of our own transformation on others, who will be surprised by the new leadership at play.



Intrigued? [Connect with me.](#)

# Our Meeting

My work is my passion.

I grew up a shy, Catholic girl from a mid-size Polish town. The multi-layered self-transformation I then experienced led me to a high-flying global corporate career for over 20 years, becoming an executive coach and inspirational speaker. I failed – multiple times – and gathered myself back up. I exposed myself to the unknown: Climbing at high altitude in the Himalayas, running and cycling ultramarathons, writing a book, volunteering for charities, becoming a mother, discovering mindfulness and meditation, experiencing silent retreats. And now? Now I am a light that illuminates other people's lives so they can live to their full, natural potential.

Developing the skills discussed in this paper requires a certain maturity and constant self-growth. I strongly believe that as a leader and coach you can take others only as far as you've travelled yourself. Expanding other people's sense of self means holding the space for 'what is', experiential learning and creating a safe environment for experimentation. You must meet people at whatever stage they are on the path to leadership mastery and self development.



I know what it takes to change. Ready to travel with me?

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