

7 Keys to Authentic Leadership

Lelia O'Connor, President Ngal So Authentic Leadership Group, Copyright 2006

Authenticity is the single most important quality of leadership. You cannot “get authentic” by delivering a great speech or getting a great title. It is demonstrated in every day behaviors that are built on character and a sense of higher purpose. It always includes unleashing the human spirit and expressing our wish to make a difference. Authentic leadership is a “state of being, not a title.” It’s the *still point---the peaceful center from the inner-most core of our being*. The core of our being that calls to be expressed, rise up, shine its light and make the world a better place.

7 Keys to Authentic Leadership:

1. **Intention:** Every successful endeavor begins with a positive intention and motivation.
2. **Attention:** Turns a distracted, unfocused mind into razor sharp concentration.
3. **No Tension:** Learn how to connect to your inner compass to discover the “still point of your being”. Lead without stress, anxiety and fear. Ngal So, transform negatives into positive, relaxed solutions.
4. **Passion:** Nothing happens without passion. But we need compassion as well. Passion without compassion, the wrong things get done. We need both for lasting success and contribution.
5. **Compassion:** Lead from the heart and get into the shoes of others.
6. **Be Honest:** About your strengths *and* your weaknesses.
7. **Financial Betterment:** Take financial gain and convert it into worldly benefit by cultivating the spirit of generosity & gratitude.

7 Keys to Authentic Leadership

The following is an excerpt from an article written by Lelia O'Connor, President Ngal So Authentic Leadership Group. Copyright 2005

Key #4 Leading with Passion and Enthusiasm

*“Every great accomplishment was the result of some great enthusiasm”
Ralph Waldo Emerson*

Everyone likes to be around enthusiastic and passionate leaders because they make the work more fun, challenging and positive. No one likes to work for a leader who is unhappy, apathetic or negative. So how does one develop enthusiasm and passion?

There are several ways to do this. One way is to examine our relationship to challenges and obstacles. Many of us think that if we just get the right skills, the right attitude or the right team then someday we won't have to face challenges or obstacles. We secretly hope that one-day when we become the VP or the CEO then we won't have any more obstacles and will have “made it.” If we truly examine how we relate to obstacles then we will see that in the moment an obstacle arises we think, “This should not be happening” or “why is this happening to me.” We say, “I was having a great day until this happened or everything was going fine until that happened. “ We relate to obstacles as something outside ourselves and they have control over how we feel about our work and our lives.

What I've found in my 18 years of executive coaching is that every single person faces challenges, hard times and obstacles. I've worked with hundreds of business leaders and every single one of them, no matter how rich, famous or talented has faced obstacles, crisis's and gets beat up. But what distinguishes the leader who remains enthusiastic and joyous in the face of obstacles is how they “relate” to those obstacles. They see the obstacle as something that will happen, they're prepared for it, ready for it and embrace it.

Take Susan Torroella for example: She is our client success story this month. *Susan Torroella, CEO of Columbia MedCom Group* and a recent winner of *Fortune Small Business “ Best Boss of the Year.”* Susan won this award due to her outstanding leadership and enthusiasm for building a high performance team and creating a dynamic corporate culture.

This award is given to CEO’s of companies 10-100 million in revenues who have demonstrated innovation, growth and outstanding corporate cultures. See Fortune.com for the full story. Congratulations to Susan for winning this prestigious award! We have worked together over the past two years and she truly exemplifies many of the *authentic leadership qualities* and in particular the quality of *“enthusiasm and passion.”*

When she took over as CEO of Columbia MedCom Group the company was in the red. With great enthusiasm and joy she put together an outstanding team of highly talented individuals, hired executive coaches and mentors, secured business with many blue-chip clients, turned in outstanding growth and profits and won Fortune’s Small Business “ Best Boss of the Year.” One of Susan’s greatest strengths is her enthusiasm and joy, but not only when things are going well. She is authentically joyous even when she tackles obstacles. As a result Susan is a more effective leader and her company culture and growth reflects her enthusiasm as well.

“Winning the FORTUNE "Best Bosses" Award was the thrill of a lifetime. Accomplishing something of this caliber is only possible with a tremendous support system of advisors. In my case, one critical component was my coaching with Lelia.”
Susan Torroella

How to Overcome Obstacles with Enthusiasm:

1. Everyday say this affirmation: Today I AM GOING to face challenges and I will accept them with enthusiasm.
2. View challenges as an everyday part of life and relate to them like they are SUPPOSED to happen.
3. We can't control our circumstances but we can control our attitude. CHOOSE to be positive and enthusiastic.
4. Make a commitment to being a happy person. It may be hard at first but "try it on." You will be surprised at how much easier your work becomes.
5. View all problems as challenges. Look upon negativities that arise as opportunities to learn and grow. Don't run from them; condemn yourself or burden in saintly silence.
6. You have a problem, great---- More grist for the mill. Rejoice, dive in, and focus on the solution.
7. If you're not experiencing passion and enthusiasm in your work perhaps it's time for a change. Change your job, company or career. Hire a coach and do the inner soul searching to discover what truly brings you joy.

**You CAN be happy and fulfilled at work,
Don't delay!**

Ngal So Authentic Leadership Group
415 East 37th Street Suite 5A New York, N.Y. 10016
For information on our career coaching services please contact Lelia O'Connor
212-779-3263 or loconnor@ngalso.com

***Growing Leaders * Advancing Careers * Transforming Lives**

