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Message from Pat

"Keep away from people who try to belittle your ambitions. Small people always do that, but the really great make you feel that you, too, can become great."

- Mark Twain

I once told someone this was my favorite quote. Finding it again brought up the many reasons I love it. All during my life, I have encountered people who were 'nay-sayers' and tried to belittle my ambitions. There was a time when I truly believed those who told me: "You can't do that!"; "That's too big for you to do."; "Who do you think you are?"; and the proverbial "We've tried that before and it won't work!" Well, I'm a very different person today. I will listen to the 'nay-sayers' and find the truth in what they say, but I no longer think that what they say is the truth.

I have come to believe that these 'belittlers' are truly small people who always take this stance. They are usually those that are afraid of change and are missing something in their lives and those that also believe in what other 'nay-sayers' are telling them. Have you also noticed how these folks are draining to be around and when you leave them you are feeling more tired than energized?

So, imagine surrounding yourself with "the really great (who) make you feel that you, too, can become great"?

I have had this opportunity.

I have just completed a 10-month leadership program offered through The Coaches Training Institute (<http://www.thecoaches.com/leadership>). I participated in this program with 22 other people all anxious and willing to learn, play and experiment at this thing called 'Leadership'.

The lessons I have learned over the past 10 months have been amazing. I will be using and modeling these learnings for the rest of my life.

One of the most valuable lessons is the idea of "being responsible for your impact". We practiced and played with understanding our impact on those around us. It is a very interesting experience to objectively notice your impact on others, whether it be with words or deeds, or even having an impact because you are merely present and silent. Begin to notice this in every aspect of your daily life.

"One filled with joy preaches without preaching."

- Mother Teresa

Begin to notice what happens with the words you choose to speak. What happens with the actions you take? How does this impact those around you? Consciously do this and when you are not getting the impact you want, change something.

What I learned during this 10 month process is the difference between being with those that belittle my ideas and being with those that fully support my ideas. I guarantee you that for the rest of my life, I want to surround myself with really great people who make me feel that I, too, can become great!

"Example is not the main thing in influencing others. It is the only thing."

- Albert Schweitzer

Just for today, be really great, and make others feel that they, too, can become great.

And, if all else fails, remember...

"If you can't be a good example, then you'll just have to be a horrible warning."

- Catherine Aird

Step into it...don't wait...model leadership...the World needs us to do this.

Lead strong!

Pat

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Intuitive Leadership: Transformation and Change from the 'Insight' Out

Leadership is the ability to inspire others into goal-oriented and focused action, guided by a consensual vision and driven by a purposeful mission. It is facilitating change from the "insight out", to create a compassionate culture and team synergy for optimal performance and the fulfillment of personal and organizational goals. The only real leadership will come from those who inspire, which has been the most profound leadership of the past as well. Certainly leaders such as Martin Luther King, Abraham Lincoln, Ghandi and Golda Meier have known the power of intuition and inspiration long before a slew of books on leadership hit the marketplace. The definition for the word inspire is to fill with noble or reverent emotion, to stimulate creativity or action, to stimulate the mind or emotions to a high level. There is no reference to control or manage, but rather to stimulate.

Inspiring leaders understand the essence of internal motivation, which is based on a personal and team purpose, shared goals, and vision, which create a powerful synergy. Certainly the Chicago Bulls demonstrated the magic of synergy when Jordan and Jackson gave roots to a team that broke most NBA basketball records. W. Edwards Deming introduced a higher level of excellence with the concept of TQM, total quality management, by providing opportunities and an environment that allowed people to enjoy their work while setting high expectations for performance, which increased the workers' self-esteem and personal job satisfaction. Team solutions that work are those developed by the team itself, thus employee involvement and team participation revolutionized management protocol with acknowledgment of the interdependence of humankind. How we implement that acquired knowledge will depend on the awareness and personal integrity of leaders. The Harvard Business School recently reported "awareness" as the most important quality to be found in today's leaders.

- Edie Raether, M.S., CSP; Performance PLUS; Holly Springs, NC

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Facilitative Leadership: Honoring the Minds and Hearts of Others

Today, our organizations, institutions, and communities are crying out for great leadership. Clearly, we are in a time and place in our history where we have not been before. Truly effective leadership requires taking what we have learned from the past, continuing to explore the very essence of leadership and how it applies to our collective future.

Gain an appreciation for "out of the box" leadership. Leaders are not just those individuals who reside in the box on the organizational chart. Leadership is everyone's business; therefore, developing a facilitative mindset is essential for leading from any position. While many understand the philosophy of leadership, when it comes to the practical aspects of what an effective leaders actually does, the picture is less clear.

Typical Facilitative Leadership Behaviors

- Asks how clear the purpose, goal, or issue is.
- Has participants reframe an issue into a goal statement.

- Ensures all participants have a chance to speak on each issue.
- Asks how widely shared a particular concern or feeling is among participants.
- Encourages participants to respond to one another's ideas and opinions in terms of agreement, disagreement, or indecision.
- Guides participants through a consensus decision-making process AND when necessary, takes the lead
- Comments on conflict and asks how the conflict might be resolved.
- Provides suggestions on alternate behaviors that would lead to a more productive discussion.
- Ensures participants voice concerns, fears, wants, and needs.
- Praises everyone's efforts and ideas.

The bottom line is, "People support what they create." Clearly, the behaviors of the facilitative leader encourage participation and involvement, focus on both task and relationship, and put control into the hands of the participants. If we want people in our worlds to be self-responsible, we must be inclusive.

- Linda Logan-Condon; LTD Unlimited; Albuquerque, NM

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Allies

I am looking for people who are playing 'Bigger Games' in their lives. A 'game' is defined as 'what you are up to' in your life. A 'bigger game' is at a higher level and has some distinct elements.

A Bigger Game:

- Is something that requires you to evolve, to add new competencies, to become a new leader.
- Means you are focused on a higher purpose rather than on yourself.
- Feeds a hunger that most human beings experience; a hunger for a meaningful life, one that has impact.
- Serves a higher, more compelling purpose. It is not about you.
- Has an impact on the greater community.
- Is one that cannot be played alone.

If you know of anyone (even you!) that is playing a 'Bigger Game' in their lives, please contact me. I am interested in talking with them and writing about their story.

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Recommended Reads with links to Amazon.com

The Politics of Meaning, by Michael Lerner

Ethics for The New Millennium, by the Dalai Lama

The Heart Aroused, by David Whyte

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Upcoming Workshop Offering and Speaking

Bigger Game Workshops: Has something been calling you? Maybe a whisper, a tug, or a knowing there is something bigger waiting for you...possibly something your soul has been craving. The Bigger Game is a dynamic interactive workshop that naturally calls 'the better you' yet to be expressed. Come let your Bigger Game Player come out to lead and experience the fun and excitement of having a Bigger Game to Play. Two separate dates: February 3-5 or March 31- April 2. Call me for more information at 650-245-0321.

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"Quote For Your Day!"

I send out a "Quote for Your Day!" on a daily basis.

Here's what one of the receivers wrote to me recently:

"I want to let you know that I read your emails every day, and so often they are so bang on for what's happening with me. Well, today's was

perfect. As an 'agent of change' (coach, trainer), I felt some nagging doubts this morning...and then voila, the quote arrived addressing my exact concerns. It was so perfect. Thanks Pat for sending these out daily!"

- T. Trottenberg

So, if you like to think (and sometimes laugh), sign up for the daily quote by sending a blank e-mail to Quotes@inVisionaria.com with "Quote" in the subject line.

Here's what I sent on that particular day:

"If you want to make enemies, try to change something."
- Woodrow Wilson

Until next time, I wish you joy and fun!

Pat Obuchowski
CEO, Chief Empowerment Officer
inVisionaria

Helping people step into their roles as leaders in their businesses, their communities and the world. Helping people find their "Bigger Game."

www.inVisionaria.com

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"By Pat Obuchowski of inVisionaria."

Brief Biography

Pat Obuchowski is the CEO (Chief Empowerment Officer) of inVisionaria. inVisionaria is a company devoted to helping people and organizations find and achieve their vision and their voice. She works with individuals and organizations that are looking for structure, focus and accountability to set and achieve their goals. She also works with people who are ready to make big changes in their businesses and their lives and step into the leaders they've been yearning to be. People who are ready, willing and able to begin playing their "Bigger Game." No kidding. Right now. The approach to achieve this and create this alliance is individually based and is designed between Pat and each of her clients.

Testimonial: "Pat and I have worked together and I know her and her style, and highly recommend her. I think anyone would really enjoy her as a person, and greatly benefit from her professionalism and expertise."

- HR Director

CONTACTING ME. I receive a large number of emails every day. I get many questions and it's hard to get to them all. However, I do my best. If you don't hear from me in a few days, please try again. Your email may have fallen between the cracks.

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