

# Create the future *now* with Authentic Leadership

Dynamic **Development** and Harmony in the company/organisation

We live in a changing world. Are you and your organization geared to survive or to achieve a higher vision and mission? Can you inspire each other to *always* choose that which is higher, no matter what happens? Do you and your staff know about authentic leadership?

There is tremendous potential in people who take responsibility for their choices and to achieve a higher potential in every moment.

How we behave towards each other is not an accident or in the hands of someone else, it decided by our own **free will** and where we direct our **attention**, we either express positive development or negative development. As such the health of an organisation is not a coincidence - it is the sum of everyone's attention and interest.

For an authentic leader there is no neutral zone or time to waste in discovering what is possible. With positive choices and behaviour a creative potential is realized and released within the individual and the people they work with almost instantaneously. What kinds of leaders are needed in your organisation? How authentic are you as a leader?

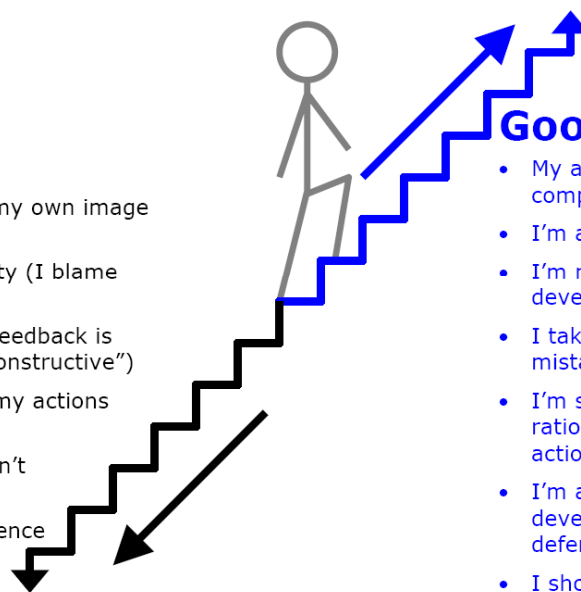
## It's Your Choice!

For authentic leaders!

### Bad choices

- I do what suits me
- I'm most interested in my own image as a leader
- I don't take responsibility (I blame others)
- I'm manipulative, (my feedback is "emotional" and "non-constructive")
- I have no self-control (my actions depend on my mood)
- I am who I am and I can't change
- I don't show any confidence towards my staff

**NEGATIVE**



**POSITIVE**

### Good choices

- My actions support our org./ company's vision and mission
- I'm a good example for others
- I'm most interested in our joint development
- I take responsibility, even for mistakes I have made
- I'm straight (eg, my response is rational and objective and action-oriented)
- I'm always more interested in developing myself than defending who I already am
- I show respect and trust for my staff and their development

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### **It's Your Choice! For authentic leaders**

The staircase model was originally developed in 2004 and is presently being used in schools in Sweden, North America, England, and Denmark with fantastic results. It is now being introduced to the business world. It is both radical and simple and is as valid for business leaders as it is for schoolchildren and teachers. It is based on our autonomy and free will – we all have a choice – you can choose to see yourself as a victim and separate, “what I do doesn’t matter”, or as responsible for the situation and able to change it here and now. You realise the potential for *inner* and *outer* development is integrally connected at every level and every moment and starts with the position you take! We can make decisions that lead to a positive development for all. The model helps children, adolescents and adults to understand that everything depends on where we direct our attention and that our choices have consequences. The model can be applied directly. It guides you and the people you work with – at every level – to quickly develop an authentic leadership.

I discovered that in all of us is a hidden and natural internal motivation to make positive choices, to take responsibility for our choices, when we live up to a higher standard. But it can only be expressed within the group or organization if we begin to make moral distinctions between what is higher and what is lower. There is no intermediate position; we are the chooser - consciously or unconsciously - the whole time. When I ask leaders about these vertical distinctions, they respond immediately with concrete examples. When I ask how long it takes to change direction they demonstrate for me with their responses and behaviour that it only takes the blink of an eye! When guiding people with the help of these models they become more and more aware of their choices and their consequences. When they are aware and learn to direct their attention their leadership changes immediately. All feel driven by a burning passion for higher levels of *inner* and *outer* development.

### **Where are WE (the company / organisation) right now?**

In January 2008, a 1-5 levelled rubric that reflects the continual development of values was introduced to a classroom of 8 year olds. The class is now on level 9! A rubric is a simple scale that enables everyone (both adults and children) to become objectively aware of and measure their behaviours and choices using the same value system. It is able to help people of all ages see how their choices affect not only themselves, but how it affects everyone around them. Amazingly we are always making *internal* and *external* choices. As leaders our *internal* choices will affect the whole company / organization and is a reflection of our attention, and our concern or lack of care. We always have our attention and care directed at something. The question is: are we aware of what we are purposely choosing to put our attention on and the affect it is having on the people we work with? How aware are we that

this is an *internal* choice and that we are always free to choose differently? What is the size of the perspective we are choosing to focus on?

The scale provides a deeper understanding of what leadership development is about and why the choices we make are important to the development of the company. There is a significant difference between level 4 and 5. Authentic leaders are still working with core business values: strategy, people and financial results – but based on the development of a growing moral perspective including a burning passion for continually reaching for and realising higher potentials of *inner* and *outer* development. They want to know what it would mean to be at Level 6, 10 or 50!

<b>Level</b>	<b>Where are WE right now?</b>
5	I am / we are driven by a burning passion for our <i>inner</i> and <i>outer</i> development. We are focused on our vision and mission.
4	I'm self-motivated. I'm focused and dedicated and give 100%.
3	I'm a good leader (when asked, told or reminded I take responsibility).
2	I'm a good leader (if I wish to). It depends on how I feel.
1	I do whatever suits me. I really don't care about how my actions and choices affect the organisation.

"Where are WE right now?" © 2009 Nick Drummond www.nordicintegral.se

If you give someone a ladder you awaken their curiosity to want to climb on it and discover and experience what is higher up. They are drawn towards the higher and start taking responsibility for the lower. It has been my experience that when people become aware of their choices in a way where they together can experience what is higher they naturally want to take responsibility and transform themselves in a rational way to realize the higher potential.

### **The content of a presentation, a half-day workshop or tutorial**

- Learn how to use “**It's Your Choice!**” and the development scale “**Where are WE right now?**”.
- Learn how to **construct a “It's Your Choice!” model for you and your organization.**

- Learn how you can **construct and use your own rubrics/developmental scales in different situations**, like including problem solving, team development and to help move beyond limiting beliefs about yourself and your job.
- Learn how to **use rubrics in different situations** including problem solving, to help move beyond limiting beliefs about yourself and your job and team development.
- Learn how **you can start your meeting with everyone being fully alert and present**.
- Learn how you can quickly **find the deepest and highest part of yourself** regardless of the starting position.
- Learn how to **find your inner strength and authenticity, regardless of how you feel, or how others will make you feel**.
- Learn to recognize the inner strength in relation to your employees so that it is **your starting position** and not your goal!
- **What is possible** for you and your company / your organization?



**Nick Drummond** is a social scientist, and graduate of the University of Western Sydney. He was born in Australia 1963, and now lives in Sweden with his wife and two children. He is the founder of Nordic Integral and Evolutionary Educators and works as a Leadership trainer in education, from preschools to universities.

He is co-author of *Order and Discipline in the School: One step on the Path to Dynamic Harmony in the Classroom*. Fortbildningsförlaget, Stockholm, 2006.

He is the developer of education program Creating Dynamic Development and Harmony in the Classroom. He is trained in Spiral Dynamics Integral under the leadership of Dr. Don Beck. In his free time he trains and instructs TaeKwonDo.

