

Thinking Leaders



Leader's Edge—we bring out the best in leaders, wherever they are in your organisation

LEADERSHIP AND LANGUAGE:

What's in a word?

What's in a word? Plenty, because words are how we make sense of the world. The message we communicate, to ourselves and others, is carried by the words we use.

Try this ... please DON'T think of a large, loud elephant. Whatever you do, do not think of a elephant. What happens? First

comes the elephant, then comes ... well, whatever it is you replaced it with. The reason being that your brain only processes in the positive. In

other words, even though I asked you **not** to think of the elephant it is virtually impossible for your brain to not imagine it. Your brain ignores the word 'not' and immediately puts attention on what is not required.

Add to this the fact that whatever you put your attention on, you get more of. This is important because one of the key roles of leadership is inspiration, and inspiration is created through positivity and optimism.

If leaders use negative words and have a negative frame of mind, finding fault and error around them, then that's the message that gets transmitted in

their communication. On the other hand, if they use positive words and have a positive frame of mind, finding possibility and opportunity around them, then that too gets transmitted to others.

Inspirational leaders use inspirational and positive language.

They direct people's minds to the future using the language of possibility and positivity. In the words of Ken Blanchard, author of The One Minute Manager, 'Great leaders can

be found at every level in the organisation, because leadership happens whenever people use their ability to positively influence others.'

Be intentional and positive about your language. You create the world around you with words. Put the focus of your language on what you do want - direct people's focus towards positive actions and consequences. It's one of the secrets of inspirational leadership.

Contact Leader's Edge to check out how we can help you develop the culture of positive language in your organisation. ✨

“Be intentional and positive about your language. You create the world around you with words.”

LEADERSHIP AND COACHING:

Client success story

One of our client organisations with a **commitment to world class quality** under the Baldrige Criteria has created a **Community of Learning** - harnessing the skills and knowledge of technical leaders and experts throughout the organisation to deliver training and coaching to staff.

They requested Leader's Edge to design, develop and deliver a workshop to upskill the leaders in coaching, training and leadership. We quickly put together a programme utilising materials we had created for other areas of the business, and have delivered two one-day programmes to date, with more on the calendar in the upcoming months.

- As with all our skill development workshops, the majority of the time is spent on skills practice and feedback using scenarios identified by the participants from their own work settings.

The programme has been extremely well received by participants, particularly because it is **'just in time'** training as most attendees are scheduled to present sessions within the next month.

We're now working on two follow-on programmes - one specialising in coaching and the other going down the training route.

Talk to Gail Reichert at Leader's Edge if you'd like to discuss anything about your leadership development requirements. ✨

In this issue ...

Welcome to the current edition of *Thinking Leaders*. We've got a variety of articles for you this issue:

- *What's in a word? The language of leadership gives insight into the power of words.*
- *A new emotional intelligence development tool developed in New Zealand with local language and norms.*
- *New resources on our website.*
- *Recent client success for Leader's Edge*
- *What we're reading right now.*

If you're reading someone else's copy of **Thinking Leaders** and would like to receive your own copy in the future simply e-mail your details to energy@leadersedge.co.nz.

P O Box 240
Silverdale
Auckland
Phone: 09 427 9598
Mob: 027 222 7318
Email: news@leadersedge.co.nz
Director: Gail Reichert

Want more information about our work? Check out our website:
www.leadersedge.co.nz

DEVELOPING LEADERS

Emotional intelligence

In collaboration with a well known and highly respected local organisation, we now offer a New Zealand-designed and normed emotional intelligence development tool.

The tool is based on the Emotional Intelligence Consortium model of EI, and adapted to our local language, style and culture. This 360° tool provides a solid basis for leadership development.

Ask us how these tools provide accurate measurement for development. We're excited to add this to the range of products available to clients of Leader's Edge.

Other tools include:

- Personal Skills Map
- DISC Behavioural Style profile.★

Clients choose Leader's Edge for the sound business experience underlying our work, for the integrity of our relationships, and because our advice is based upon current research in leadership, emotional intelligence and resilience.

WHAT WE'RE READING:



Here's are a few books we've got our noses into during the chilly winter months:

Walking the Talk—Building a culture for success, by Carolyn Taylor.

An Australian author specializing in culture change in organisations. An interesting and relevant read for organisational development.



Managers, Not MBAs—a hard look at the soft practice of managing and management development, by Henry Mintzberg.

Busting the myth that managers can be taught and management can be learned effectively in a classroom.



Messages—the communications skills handbook, by McKay, Davis and Fleming.

A great bookshelf resource for everything from listening to body language and conflict resolution.



So what are you reading? Let other readers in on any great resources you've found recently. E-mail resources@leadersedge.co.nz with details.★

A personal message from Gail Reichert:

We've added a new **Resources** page to our website. You'll find back issues of our newsletters, plus articles of relevance to leadership development. In addition there are useful links to organisations of which we are a member.



Have you ever been misunderstood? Read the article about pinpointing—find out why and how to use pinpointed language to improve understanding and reduce conflict.

Click through to: www.leadersedge.co.nz/resources to read more articles.

Until next issue. best regards★

Gail Reichert

Walks with Leaders

It's mid-winter and we're at the beach. Where would you have your most inspired thoughts—in your office or at the beach? Most likely it doesn't happen in your office, so here's an opportunity to come to the Leader's Edge base in Orewa to meet with and maybe walk on the beach (weather permitting) with a 'thought partner'.

Give yourself quality thinking time in the outdoors, so you can develop those inspired thoughts in the company of a skilled facilitator.

Gail ensures you start the session with a purposeful outcome in mind, and will guide the discussion with stimulating and thought-provoking questions.

✓ Get your leadership coaching in a setting where your most inspired thinking will happen.

Choose either a half-day or full day to suit. What's it for you? Developing leadership in others or developing the leader in you?

Contact Leader's Edge now to check out just how much more inspired your thinking can get in 2005. ★