
SYNERGISTIC LEADERSHIP ENHANCING HUMAN POTENTIAL

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*Navigating & working to create **positive** outcomes*

Synergistic Leadership is the pulling together of a number of key elements. Thinking outside the box of traditional leadership thinking. It is about knowing yourself & your team. It is about knowing and being congruent with your vision. It is about having a strong sense of belief in achieving and actioning your vision.

The key elements are:

1. Awareness
2. Vision
3. Clarity
4. Active Responsibility
5. Congruent Values
6. Transparent Communication
7. Ability to Action
8. Social Responsibility
9. Presence
10. Attitude of Gratitude

These key elements are essential to a **Synergistic Visionary Leader**. In today's business world of increased corporate governance, media intrusion, director accountability and shareholder demand the leader has to be resilient, open, transparent, flexible and absolutely congruent with their decisions.

The key elements that I see as essential to maximising leadership potential from the Human perspective may at first seem simple, however the ability to embrace, be consistent and action them is one of the most challenging and yet rewarding processes that a true leader will experience.

Awareness - When I talk of Awareness, I am talking about the listening process of the inner voice, seeing with the innate ability that every human being was gifted with and the sensing of what the eye can't see and the ear can't hear.

The more "*Balance*" the leader has achieved, the greater the ability to be aware. The better the leader has learnt from past experiences, the greater their innate ability to "be" aware. Ask yourself the question, What was the consequence of the last time I didn't listen to my inner voice? That consequence may have been perceived as a negative experience, yet in fact to the aware leader it would have been a profoundly positive experience.

Vision - The key to Vision is having a vision that both excites you and yet scares you. There is always an element of risk to having an exceptional vision. Take for example sending man to the moon and what about the Wright brothers. Be bold but not foolish. Do your due diligence, do your research, ask better & better questions, listen to your inner voice become congruent with the vision and be a true leader.

Most leaders in business are more like followers, they wait to see what everyone else is doing, what mistakes they made and then they may have enough courage for formulate a vision. What is your true vision? What mark do you really want to leave on this world? A Synergistic Leader has a bold & expansive vision.

Clarity- How dear is your mandate as a leader? Who have you communicated it with? Do they understand? Have you listened? How dearly have you explained your vision, plan & boundaries?

Clarity is essential as the air we breathe. Be clear & utilise simple principles. How was your last "learning experience" caused, was it because you lacked clarity? Most important of all is you have to be congruent with your vision to maximise your clarity.

Active Responsibility- Are you willing to stick up your hand and say "I am responsible for that I am the CEO"? A Synergistic Leader does not apportion blame or justification, they accept that the buck stops with them. Be willing to extract "benefit" from any mistakes, errors or as I call them learning experiences. Learn to accept responsibility and actively embrace it.

It is essential that a Synergistic Leader surrounds themselves by key people who are experts in their fields at a level equal to or higher than that of the Leader. It is the Synergistic leader who has no fear or trepidation about surrounding themselves with the best of the best.

Congruent Values- Firstly does your organisation have a defined set of values? Does it warmly & actively promote those values? Are you as a Leader congruent with those values? Is your key leadership team congruent with those values?

Congruence of values means that you vibrate through your whole organisation and client base that you have integrity. Integrity as we have found in Corporate life over the last few years has been sadly lacking, as evidenced by the different court cases and commissions that have proliferated recently.

A Synergistic Leader lives, breathes and reinforces through action their personal and corporate values. Do you?

Transparency of Communication- This is essential for the smooth running and loyalty levels within an organisation. Do you have an open door policy? Are you willing, able and open to 360-degree feedback or ideas? Do what you say you will do. Live by example. Do not say anything behind the back of another that you wouldn't say to their face.

In corporate life today there are many examples of lack of transparency between boards and senior management, between leader & employees, between company and shareholders. CEO's have lost face, their positions and market confidence because of the lack of transparency in their communication.

The Ability to Action- It is all very well to talk, to vision, to plan & to discuss although it all amounts to nothing, absolutely nothing if no action is taken. What good is a leader if there is no action or if a project or vision is only partly actioned?

Completeness of conviction, congruence of the vision is essential to any Synergistic Leader.

Social Responsibility- What message does your organisation's values, vision, performance and track record say about your company? Do you as a leader have a plan or vision to "put back" into society? Is your product socially responsible?

A Synergistic Leader is active in making sure that there is a level of expansion of their values and vision back to society. This may simply take the form of encouraging an improved work / life balance of their employees. It may be taking an environmental or social cause under their wing. In order to create great employees, great team members and great leaders we need to have a society that embraces and encourages the principle of enhancing human potential & valuing human life is of the utmost importance to our future generations.

Presence- A Synergistic Leader is "present" in mind, body and spirit. They make contact with all levels of their organisation on a regular basis. They are seen to walk their talk. They are seen as a very human face. They are seen as approachable and friendly. They exude empowerment and most of all they "care" about their team, their employees, their organisation, their vision and life itself. They lead by example and have great work / life balance.

Attitude of Gratitude- Synergistic Leaders are humble and extol the virtue of gratitude. They thank participation, they thank feedback, and they thank their shareholders, their teams. In this world of

corporate rape & pillage, society becomes a “take” society whether it is within an organisation or on the outside.

Synergistic Leaders encourage a “giving” society whether it be in praise, encouragement, support, feedback, advice, finances, time or energy.

WARNING: Synergistic Leadership is not for the faint hearted and it is not for everyone. It is for those who have the courage, conviction of belief, the boldness or vision and the strength of heart with the ability to empower & encourage others and the honesty, care and humbleness to accept the responsibility of the role as a leader with the utmost gratitude.

About the Author

Philip Morphew , Managing Director, Executive Peak Performance, is a Leader in his field of Synergistic Leadership & Leadership Visioning. He has worked with Senior Executives from many companies from Australia & overseas including AMP, Reserve Bank, PricewaterhouseCoopers. Philip has a background in Enhancing Human Potential focussing on the Mind, Body & Spirit. His work is unique, visionary & is enhanced by his passion for maximising his clients potential. Phillip provides Synergistic Leadership & Work/ Life Balance Programs, One on one Leadership Enhancement, Key note & Guest Speaking. Phillip can be contacted on 02 9328 5158 or philip@executivepeakperformance.com, alternatively visit www.executivepeakperformance.com.

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