



In Search of Eagles Inc.

*All leadership is example.
Anything else is coercion.*

Consulting & Coaching

Leading From Resonance™

“We are All Leaders, All the Time”

By Bill Shirley, BT, PCC

Simply because our lives are defined by our relationships; we must be aware of our influence on those around us. Independent of our position, formal authority or role, we all have people who admire us and regard us as models. We have more impact on every life we touch than we may ever know.

So every position within the organization has a leadership requirement: *Leading is Not Optional!* The only question is “will we choose to create Resonance or Dissonance?” There is no other choice! Every day, in everything we do, we are modeling the way we want our followers - and our leaders - to relate to us.

When “Individual Leadership Responsibility” becomes a universal part of the Organization’s Culture, there is a subtle but profound shift towards cooperation, and teamwork. People just expect more of themselves. The Organizational Culture becomes more Responsible, Cooperative and Personally Demanding.

When we choose to create Resonant Relationships™, we are creating an environment that is Safe, Effective and Motivating for everyone around us so they can be the best that they can be. This is true at home as well as on the job; in our personal life as well as our professional life.

We must be fully responsible for how we choose to show up! The natural ebb and flow of the universe often challenges us to bring forth our optimism and create resonance when we feel least capable. The following is always true where ever we may be:

Attitude is Optimism on Demand!

By Haim Ginott

- I have come to the frightening conclusion that I am the decisive element of the workplace.
- It is my personal approach that makes the weather. As a fellow employee, I possess tremendous power to make my co-workers' lives miserable or joyous.
- I can be the tool of torture or an instrument of inspiration. I can humiliate or humor, hurt or heal.
- In all situations, it is my response that decides whether a crisis will be escalated or de-escalated, and a co-worker humanized or dehumanized.
- Will the attitude I display leave a positive or not-so-positive impression?
- Is my Optimism available on Demand?

www.insearchofeagles.com

 *Eagles don't flock. You find them one at a time.*

325 A. Summerset Lane, Basalt, CO 81621
bill@insearchofeagles.com

• Ph: 970.927.9134 • Fax: 970.927.1846

• www.insearchofeagles.com

1 2.21.2006 S-026 LFR We Are All Leaders %.Doc © Bill Shirley 2005