The 10th dimension... the power of ten

Dr Ed Bonner and Adrianne Morris discuss the importance of authenticity in leadership

Authenticity is about having personal integrity, being genuine, and acting in a way that is true to you and your beliefs, no matter what. It’s about NOT putting up a facade, NOT being aloof or inaccessible. When making decisions or engaged in discussions, ask yourself ‘What does my authentic self tell me to do?’ Even if it is a difficult decision, check in with yourself and ask, ‘How can I make and communicate it in a way that is an expression of my purpose and in integrity with my values?’

As one begins to use newly learned behaviours, one learns to be generous and forgiving with oneself. The leader who can forgive himself/herself can forgive others. Our sense of another’s authenticity has an enormous impact on how willing we are to follow them. Authenticity, then, is critical to effective leadership.

Reaching burnout

Some corporate executives are reaching burnout to effective leadership. Authenticity, then, is critical to effective leadership.

Identify the gaps between where you can be your fully genuine, purposeful, authentic self.

So, how do you become an authentic leader?

1. Know the leader you want to be.
2. Clarify your purpose.
3. Create a vision for yourself as an authentic leader.
4. Identify your deepest values.
5. Think about leaders you admire. What is it about them you want to emulate?
6. What is the legacy you want to leave? Picture how it looks and feels to be being the best, most authentic leader you can be.
7. Know your strengths and weaknesses. Especially in this fast-paced, global, technological world, we can’t be experts in everything. Nor do we necessarily want or have time to be.
8. Be honest about what you can do well and enjoy doing and what is best left to others.
9. Identify the gaps between your vision and current reality. Determine which gaps you want to close by learning and growing your own expertise and which ones you want to fill with the talents of others. Identify sources and opportunities for development. Pursue them with a beginner’s mind. Enjoy the learning process.
10. Create visual cues (Post-It notes, special screen savers, mantras) to remind yourself to be your newly-discovered real self when self-doubt begins to creep in.

Standing out as an authentic leader

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