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Quotable Quotes

"Use what talent you possess: the woods would be very silent if no birds sang except those that sang best." ~ Henry Van Dyke

"In organizations, real power and energy is generated through relationships. The patterns of relationships and the capacity to form them are more important than tasks, functions, roles, and positions." ~ Margaret Wheatley

"When one is out of touch with oneself, one cannot touch others." ~ Anne Morrow Lindbergh

Dear Jean,

Our featured writer this month is Elke Wunderlich, Founder and Chief Executive of TopView Leadership, an international Personal and Professional Development Company. I have known Elke for a number of years now and have had the privilege of sharing leadership roles for our New Mexico chapter of coaches. I have also been a witness to and received personal benefit from her amazing coaching skill, centered specifically in supporting an individual to find their true spirit of leadership. These qualities combined with her continuous learning enable an energetic, passionate and insightful professional coach approach that consistently delivers outstanding value for her clients. And it is the smile in her heart that touches me profoundly.

Elke is a dynamic, accomplished international business executive with more than 30 years of leadership and management experience in the United States and Europe. She is a graduate of the Newfield Network's Coaching for Professional and Personal Mastery Program and Georgetown University's Organizational Development and Change Management Executive Program. Elke is an Associate Certified Coach of the International Coach Federation, an affiliate and certified coach at Taylor Protocols, Inc., a certified leader at the Abundance Intelligence Institute, a member of the American Society for Learning and Development, the Greater Las

Cruces Chamber of Commerce, and the founder of the Business Women Roundtable. You can contact Elke at www.topviewleadership.com

Thank you, Elke!

In the spirit of sharing our gifts,
Jean

Remember When You Were a Child and Life Was an Adventure? *by Elke Wunderlich*

You were curious, and you learned by exploring. You "tried" things, and began to differentiate between what worked for you, and what didn't. You learned by experiencing life and you based future decisions on your learning. All this happened while you were playing. And then things got complicated...



As we grow up, we are exposed to different kinds of learning. With our best interest at heart, our parents and family tell us what to do, and how to behave. Our schools train us to remember the "right" answers. Passing tests is crucial. While this has little to do with learning, it has everything to do with measuring our knowledge gathering and information retention capacity. Experimentation is reserved for scientists and geeks.

In a society that loves "instant" solutions, and "fixing" things and people, this approach to learning gets rewarded, and life is good. Until you're asked to lead people; that's when things get ugly, and the system breaks down.

As a leader, have you been told to engage your people? How often have you heard that innovation and creativity are important to the success of your organization? Countless times, I am sure. But how can you expect creativity, innovation, and engagement from people who have been carefully conditioned and trained for the opposite?

What's a leader to do? Well, I'm afraid you'll have to go back to the basics. To lead authentically and effectively you have to discover who YOU are first. Only then can you build the bridges that lead to authentic relationships and engagement. And while you're in the building mode, help your people to discover who THEY are, and allow them to work in positions where they can contribute at their highest and best self. Engagement, creativity, and innovation will flow naturally.

Tools and Resources FROM THE BOOKSHELF

Theory U: Learning from the Future as it Emerges by C. Otto Scharmer has long been one of my favorites.

Leadership and the New Science: Discovering Order in a Chaotic World by Margaret J. Wheatley. Changed my relationship with science.

Coaching into Greatness - Four Steps to Success in Business and in Life by Kim George. A

hands-on guide to effective and mindful living.

THE INTERNET CONNECTIONS

There is an APP for everything...and here are a couple of classic leadership resources turned APP.

Kouzes and Posner - [The Leadership Challenge](#)

Dale Carnegie - [Personal Leadership](#)

Of course, one of my favorite websites is TED Talks www.ted.com. Ted Talks inspire, encourage, introduce new perspectives, make me laugh and cause me to cry, in short they speak to my humanity. Explore and Enjoy

Reflection

When is the last time you played? No, I don't mean played to win. I am talking about getting lost in being in the flow, and enjoying yourself? Remember what that was like? In a society focused on producing results 24/7 it's not easy to take time out to play, and risk being called unproductive. And it's that very focus that gets in the way of the creativity, innovation, and engagement we're asking from the people in our organizations. Organizations expect their people to be "always on". Strangely enough humans are not built that way. If you could truly bring 'play' into your organization, what creativity, innovation and engagement would you want to lead?

Choose To

Write down those brilliant ideas that come to you in the shower ... be free to just "be there" ... consider all the many ways to just "be"... meditate (even Harvard Business Review promotes it) ... pray ... walk in nature ... listen to music ... paint ... and yes, take another shower... be curious ... PLAY SOME MORE ... experiment ... explore ... imagine ... breathe ... and enjoy! You choose. You lead.



Administrivia

My Constructive Choices Audience...

- * Professionals wanting to be at choice in their career and daily work,
- * New managers (and aspiring leaders) transitioning to establish a leadership role in their communities,
- * Individuals wanting to sort through the choices, build a more fulfilling life, live their voices, and...
- * Coaches who choose to step out, show up, and say - YES, it IS all about YOU!

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