



The Leadership Shift Newsletter

Growing Connected, Authentic Leaders

www.synergyforgrowth.co.uk



The Leadership Shift: Leadership within

Sacrifice or honour – what will you choose for yourself?

Welcome to the launch of our newsletter. Created for leaders who want to make a difference for themselves and those they lead.

This newsletter has been a while in the making. I've talked about it for over 6 months and have finally managed to allow my fingers to do the typing!! Whilst it's exciting to finally be sharing it with you it's also massively fear inducing for me.

I learnt from a young age that my voice was not welcome, that my opinion would not be listened to and that the only way in which I felt good enough was to be a good girl, tow the line and do as I was told. This was reinforced, albeit in a different way, in various stages of my working life working with leaders and managers who knew one way – their way!! There was no listening, curiosity or seeking to understand. It's only now, in my late 40s, that I know how much my conditioning and the experiences that created my beliefs and patterns have held me back from bringing my true, authentic self to the world. It is only now that I truly know who I am.

I've known for a long time that I can be more, that I have more to give but I've struggled with understanding how to bring it and how to move past my own fear of not being good enough. What if I get it wrong? What if no-one likes what I have to offer? What if I'm just not good enough? Any of this sound familiar? Even if it doesn't for you, it will for others close to you at home or in your teams. Self doubt, imposter syndrome and the inner critic are everywhere, we just don't often see them on the outside!!

For me, the time is now, to emerge from the shadows of my past and to do this by sharing with you how I have finally been able to let go of fear to start to bring my unique gifts more fully to the world.

It can be really hard to let go of imprinting that no longer serves us, many never do, but if you are prepared to do the work, its super liberating and exciting. It will also allow you to fulfil you fullest potential.

What's changed for me and what can change for you to?

I have learnt how to identify what my boundaries are and to hold those that are important to me, that is a huge step having lived my life predominantly with very few boundaries. I have learnt to appreciate and be with all my feelings and emotions regardless of how uncomfortable they feel. I have learnt to no longer use sugar, alcohol, social media, online shopping, TV, the to do list and other distractions, that have supported me for years and years, to numb out from my real feelings and that stopped me from being fully present in my life and those around me. I have learnt to listen to my body and the wisdom within to guide me towards what is right for me, not just those around me, realising that I can always choose and that I can only really take responsibility for myself has been hugely liberating.

Learning to love myself and be kind to myself, in the way I have always loved and shown kindness to those around me, is still a work in progress to achieve consistency but when I show myself compassion it feels precious, honouring and peaceful.

I have learnt to trust myself and my intuition and wow, I mean WOW, this has created such a difference for me, the results are incredible, I no longer agonise over decisions, my mind is free from the mean and critical voice that has been so vocal for so many years, I feel more connected to myself and in turn more connected to others and I am such a better person in my work and my relationships.

I have learnt how to give myself space, to make more spaciousness in my day and no I haven't extended the day from 24 to 36 hours.

I have learnt how to speak my truth, to no longer hide behind politeness, should's, need to's, have to's or the worry as to whether I will upset another or not. I have learnt to say what I need to say in a kind & gentle way, a way that means that I am honouring myself and my needs.

Because I now hold my boundaries and am tuned in to what I need so that I can speak my truth, I no longer feel the need to shame, blame or judge myself and those around me. My heart is open, I choose to respond rather than react and I feel compassion for myself and others.

All these shifts have enabled me to step into the truly authentic and embodied me which is liberating for my mind and body.

I have experienced first-hand the impact on my body of being inauthentic to myself. The aches and pains, the lack of mental clarity, the freeze over a decision, the tension and tightness, the flare ups of ulcerative colitis.

I have also sadly witnessed the impact for my son, with sickness and chronic tummy pains - the anxiety and stress he holds when going to school every day in a place he doesn't feel safe or held.

What's the toll of constantly pleasing others over ourselves?

These are my personal examples and I know from clients and friends that I am not alone. The body truly does keep the score – Reference The body keeps the score, Bessel Van Der Kolk.

Why am I sharing this with you? Why should you care?

My hope is that some of what I have shared resonates and that by reading my story you feel inspired to move past the barriers of upbringing, cultures, conditioning, past experiences and beliefs to reach your fullest potential and to support and make a difference to those you lead, whether at home or at work.

I believe that cultivating authentic leadership in ourselves, our lives and our workplaces will lead to greater levels of connection, inspiration and creativity where people feel like they belong, where they feel inspired to be more, where they feel they have a voice, where communication, connection and compassion flow freely and easily amongst our families and teams. I believe by role modelling authentic leadership we can create something truly different in ourselves and those around us.

How can I support you as a leader?

If you're a senior leader experiencing:

- High staff turnover
- Absenteeism
- Poor employee engagement
- A reactive, tense culture
- Disempowerment
- Poor communication
- Missed opportunities
- A sense that something needs to change
- Burnout
- Ill health
- Stress
- Overwhelm

If you're a leader of children experiencing:

- A lack of connection
- Finding it difficult to communicate
- Frustration
- Upset
- Anger
- A sense of helplessness
- Worry
- At a loss

Or maybe you just know that there is something more, maybe you want more fulfilment in your life and work but you have no idea how to find it or even perhaps what 'it' is.

...then you're not alone. You don't need to figure it out on your own, we are here for you.

At Synergy for Growth we work with leaders who, for whatever reason, are experiencing struggle, who know that there is more, who know that more months or years with the current status quo is not sustainable or fulfilling. Leaders who strive to make a difference, who know that the current culture is no longer serving the people—or the mission. Leaders who are ready to be their truly authentic self's, uncover the leader within and create lasting shifts to unlock their fullest potential of success and fulfilment, whilst inspiring others to do the same.

Through 1:1 leadership coaching and our leadership connect and grow programme, we help you:

Reconnect with your authentic self as a leader

Build teams where people feel they truly belong, are understood and valued

Create high levels of trust, connection, compassion

Transform communication, creating honest and open conversations that get to the heart of the matter

Lead proactively, with clarity and intention

know yourself and those around you more than you ever thought possible
We also work with teams in leadership team coaching as well as deliver our connect and grow programmes to teams.

Get in touch with us today to take your next leap and lead yourself, your teams and your business into something truly incredible.

<https://synergyforgrowth.co.uk/contact-us/>