



The Leadership Shift Newsletter

Growing Connected, Authentic Leaders

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The Leadership Shift - Authentic Leadership

In our last newsletter I spoke about the impact of inauthenticity on our physical and mental health and the types of environment that authentic leadership can create.

What does it really mean though to *lead authentically*?

In this week's newsletter, I want to explore what authentic leadership **truly is** —beyond the buzzwords.

Ask yourself what is authentic leadership, read leadership books and explore leadership programmes and most likely you will find some common answers such as; self awareness - knowing ones values, strengths and weaknesses, openness & honesty, creating trust, having a strong moral compass and operating with integrity, empowering others, aligning ones actions with personal values and organisational goals, leading with empathy and compassion, being consistent.

What does all this really mean, below the surface?

For me and our leaders at Synergy for Growth, this isn't enough! We know that authentic leadership comes from deep within. It comes from;

Continual Growth – not only taking time for self reflection, being open to receiving feedback and actively encouraging it but delving into our depths to shine a light on the things we have buried that now hold us back, often without us even knowing about it.

Self knowing and Self trust – being in tune with your body as well as your mind so that you can **feel** when you are being incongruent with yourself, you feel when a 'yes' is really a 'NO'. That you know you always have a choice, even if everything and everyone around you is trying to make you believe you don't.

Understanding every inch of your shadows, how they impact you and how they impact those around you ie how your past experiences shape your current behaviours and letting go of what no longer serves you or those you lead – and by the way this is a pretty big task!

Response rather than reaction – as an authentic leader you are emotionally aware so that you choose to respond, that you are able to pause, take a breath and allow yourself space to decide what next rather than be drawn into games, colluding, defending, politics and anything else that pulls us away from our true selves.

Courage and Vulnerability – to take off the masks that prevent us from being truly ourselves, that hide old wounds, that we put on to fit in, look good, keep it together, hide our true selves for fear of rejection, not being good enough. What are your masks??? We all have some, most of us have many!

Deep Curiosity – deep enquiry broadening our noticing with all our senses wide open, exercising genuine interest and seeking to understand, taking off the lenses of judgement or assumption, putting down the rose tinted glasses!! Seeking to get to the true heart of the matter, way beyond the words spoken.

Purpose & Meaning – having a clear sense of purpose, unique to ones self. Authentic leaders are driven to make a difference and contribute to the higher good without being driven by ego or status!

Presence – authentic leaders are fully present, to see, hear, feel and know what is needed in the moment, to trust themselves and those around them, to live in the moment and accept what is. They experience inner calm and peacefulness allowing their intuition and inner knowing to be heard loud and clear

Connection – Creating safety at a social and emotional level, fostering trust, creating a sense of belonging and shared purpose to deeply connected communities.

This isn't about perfection. It's about being *real*, about edging towards our true selves and stepping away from who we have been conditioned to become.

Authentic leaders are not born. They are shaped—through inner work, reflection, and the willingness to be uncomfortable in their growth. They prioritise wellbeing and grounding, cultivating followers through empathy, compassion, courage and vulnerability, inspiring others to show up as they truly are and grow into who they were meant to be, not who they think they should be.

Authentic leadership creates positive organisational cultures, where trust is strong, people feel empowered and that they belong and as a result fulfilment, loyalty and success is high.

In a world where organisations are struggling to retain top talent, maintain engaged workforces and support employees mental health and

wellbeing at work (Reference - HR challenges and priorities for employers in 2024 – HR survey results), authentic leadership and cultivating environments where people can thrive is, in my view, of paramount importance.

This is why we have created ***The Leadership Shift*** —to support leaders who are ready to deepen their authenticity, connect across communities, lead with courage and truly harness the power of their teams.

At Synergy, we don't 'teach' authentic leadership—we live it, roll model it and support you to notice what you aren't currently noticing for yourselves so that you can learn, grow and sustain.

This is how we lead. This is how we grow. One leader at a time, we believe we can change the way the world leads.

If you're ready to explore what authentic leadership looks like for you, sign up for our next live, complementary session:

<https://synergyforgrowth.co.uk/embracing-the-leadership-shift/>

Because when leaders lead from a place of truth and integrity—everything shifts.

As always, we would love to hear your views. Please message me directly at caroline@synergyforgrowth.co.uk or complete our contact form and we will get right back to you <https://synergyforgrowth.co.uk/contact-us/>