



## The Leadership Shift Newsletter

Growing Connected, Authentic Leaders

[www.synergyforgrowth.co.uk](http://www.synergyforgrowth.co.uk)



### **The Leadership Shift – Noticing to Realign**

I had wanted to keep our bi-weekly newsletter going over the summer but the reality of school holidays dawned almost the minute my 3 boys had broken up.

So here I am, over a month since our last newsletter, in amongst a family camping holiday in North Devon, sitting here on the beach whilst they are happily playing in the rock pools speaking from my heart, allowing the flow just like the waves around me.

Hats off to all of you who are parents and juggling the reality of six weeks of school holidays, longer for some. If you aren't currently working its hard, maybe it's harder than juggling full-time or part-time employment – I'd welcome your views here.

Leading with authenticity whether it's as a parent, a leader in business be that your own or someone else's, or leading some form of local society group, is tough anyway right? Even more so when the pressure is on and you are dealing with multiple demands and multiple requirements all at once and all with a strong sense of urgency and 'needed now'. Some of you I am sure are constantly in this place, regardless as to whether you have children or are affected by school holidays.

I chose to leave my leadership position in the corporate world because I wanted to choose a different balance. Primarily I wanted to spend more time being a leader in my home, leading my three boys in the hope that they grow into true authentic leaders themselves. My word though, trying to grow a business and expand whilst juggling the competing priorities of my three gorgeous and somewhat lively children, as well as running a home, studying on the TRM programme and running a property on Air BnB isn't an easy thing. Sometimes I wonder whether being in employment or being back in a full-time job with clearer boundaries and expectations might be easier!! What I know though, is that whatever the environment in which you live and work, however you choose to juggle your life and work being authentic to yourself and those

around you is so much more rewarding, harder, yes, it takes work to undo years of conditioning, to be vulnerable, courageous, to be truly present with everything and everyone around you.

In our last newsletter I talked about authentic leadership and what it means to me, factors around noticing and responding rather than reacting, leading with presence, speaking our truth, knowing our boundaries and understanding ourselves at a deep enough level that we recognise the masks we so frequently put on, often without even noticing and how true authenticity means that we put trust in our inner knowing to the same degree, if not even deeper, than the trust we often place in others. For me, in my world, there is no better time to test my true authentic leadership than the six weeks of the summer holidays!!!

By day 3 of the summer holidays I was fed up of listening to 'I'm bored, I'm hungry, I need a drink, can I watch youtube, can I go on the xbox/switch/iPad? what are we doing today?' I was stressed out, shouting, constantly 'doing' and planning, completely in my head, becoming increasingly frustrated by the apparent lack of toilet flushing and handwashing capability in my children and the mess!!!! It felt like such a let down, I had been really looking forward to quality time with my boys, without the usual routine of school and clubs etc.

But it was all coming from me! I was trying to hard to please everyone else and keep running my business and everything else mentioned in the same way I had been with the boys at school!!

It took me about a week and a half of trying to hold it all that I finally realised what was happening, that I had completely given myself over to the needs of my children and was not listening, in any way, to my own needs. After an epic 2 night sleepover with all the trimmings for my eldest son's 12th birthday party I lost it, almost in tears I realised I needed to pause..... how was I holding space for myself? How am I nourishing what I needed? Where was my self compassion?

So often I see/hear this with my clients, always judging themselves as not doing enough, being enough, not having enough time to keep everyone else happy, to meet all the competing demands. So often the first thing to go when we don't have time or space is nourishing and looking after ourselves, showing ourselves self-compassion and love!! If we don't do these things then we lose our ability to be truly authentic, we lose the ability to lead others in a way that grows them and grows ourselves.

Why does it always take us to get to the point of a 'break down' whether that's with a small b or big B, to stop, stand back, see what's happening and then realign ourselves??

The point at which I asked for help and took time to pause, stand back and reflect; it was only an hour but enough to go for a walk in the forest (my happy place), to feel into what I really needed and how I was going to enable the summer holidays to be a great time for us all - it changed everything.

I was reminded in my reflective space that unless I look after myself first, unless I am truly authentic to myself for myself then my children and my family needs will not truly be met!!! We can not operate from a place of

compassion, empathy, understanding, love, affection, vulnerability, courage and boundaries unless we provide those things for ourselves first. It's the good old oxygen mask analogy.

The moment I listened to my body rather than allowing my controlling head to take over, it all changed.

I took the time to look into the eyes of my boys, to share my struggles and asked for their help.

I reminded them we are a team, that we are only as strong as the weakest member, that I felt without their help to appreciate all of our needs and work together to fulfil them we would not enjoy our time together as much as we could ie realise our full potential. 😊

We started to share tasks and jobs, we spent time listening to each other views and needs, we jointly decided our plans for the day, our meals for the week, we packed bags together, hung out the washing together, took turns to flush the toilet. 😄😄😄 Most importantly we became a true team. ❤️

The shouting stopped, the hugs began again, the laughter, fun and adventure that I cherish so much came back and all because I stood back to see what was needed not just for my team but almost more importantly for myself to be at my best for me and for my team.

So the next time you find yourself holding your breath, feeling stressed out, shouting, having to bite your tongue, hearing yourself say 'I should' or 'I have to', feeling that full body contraction, feeling the heaviness in the pit of your stomach, noticing the tightness of your jaw, thinking, thinking, thinking - pause, take a moment to step back, breath, breath and breath again, then come it the situation from a different, grounded, thoughtful place!!

If you want help, or simply to know more, get in touch with us today or sign up for one of our free sessions in September.

Join us for **Embracing The Leadership Shift - harnessing the power of the team** – an interactive online one hour session for leaders who want to lead with authenticity, true connection and create greater synergy across their teams.

Join us to connect with leaders from outside of your current network, share and discuss current challenges and discover helpful ways to truly harness the power of your team whilst leading authentically.

Choose from a number of dates in September and join us, it's easy just click here:

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

As always, we would love to hear your views.

Please message me directly at [caroline@synergyforgrowth.co.uk](mailto:caroline@synergyforgrowth.co.uk) or complete our contact form and we will get right back to you:

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