

Strengthen 'You' as a Leader

by ANN GOLDEN EGLÉ, MCC of Golden Visions & Associates

Clients come to me seeking tools to become a stronger leader. While tools are always valuable, I quickly explain that your success as a leader has more to do with 'who you are' than which tools you use.

Throughout your tenure as a leader, tools will come and go. You, on the other hand, have the opportunity to become stronger and more effective each year.

Think of a leader whom you respect. Now think of what you respect in them. Is it that they are trustworthy; effective listeners; conduct efficient meetings; make you feel important and produce quality results?

You likely said "Yes" to all of these traits. Yet their effectiveness comes from a deeper place. Strengthening 'who a leader is' involves mastering inner aspects like emotional intelligence, wisdom and self awareness. The leader described above has likely mastered these qualities and more. Let's take a look at each.

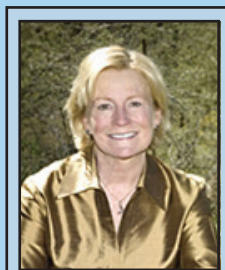
Emotional intelligence (EI) is being aware of who you are on a deeper level than merely

your actions. It's what's behind your thoughts and actions. For example, people may observe you as being distracted, checking in with your Blackberry more often than checking in with them.

In this case, your emotional state may be 'fear' of missing important information or 'anxiety' regarding a deal that's not yet closed. The result is that you are not present. Following a leader who is not present is difficult at best.

Noticing and eliminating your fear or anxiety enhances your effectiveness. A simple EI assessment provides rich information and recommendations on how you can modify your emotions in order to become more effective. (I am certified to administer EI assessments.)

Wisdom comes with experience, yet not all experienced leaders are wise. Wisdom is a result of years of observation and curiosity.



**Ann Golden
Eglé**

It comes from being present, learning from each interaction. Wise leaders care not only about results, but about themselves, their people, and their future.

To enhance your 'wisdom factor' realize you don't know everything. There is always opportunity to learn and grow. Ask questions, get curious, care more, let go of your ego, open up to new approaches and new sources of inspiration.

Self awareness is gained through paying attention to feedback from all directions including inside of you. Most of us fly through our days unaware of this valuable information.

Ask yourself questions like:

- When do I feel strong?
- What triggers my impatience?
- When am I most effective?
- Am I aware of my personal needs of exercise, nu-

trition, hydration, socialization outside of the office?

- Will ignoring these needs diminish my effectiveness as a leader?

Slow down to take in outside feedback like when people appear confused or uncomfortable with your direction. Are they fearful or distracted? Are you talking too fast or in terms they don't understand? We've all worked for leaders whom we wished were more self aware. Make sure you're not one of them.

Strengthening your emotional intelligence, wisdom and self awareness enhances you dramatically as a leader. Once accomplished, you are in a better position to reinforce your people's emotional intelligence, wisdom and self awareness.

Now that's what I call a win/win scenario - and that's how you become a stronger leader year by year.

Ann Golden Eglé, MCC, President of Golden Visions & Associates, Coaching for Executive & Leadership Success, est. 1998; is passionate about seeing her clients succeed. Ann can be reached at www.gvasuccess.com or 541/385-8887. Subscribe to Ann's weekly 'Success Thoughts' e-zine via her website.