

Book Summary



Inspirational Leadership

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1.0 Introduction

What caused followers to dedicate themselves with such passion to the visions of Christ, Buddha, Gandhi, Confucius, Martin Luther King, Mother Teresa and Nelson Mandela? They were **inspired, not motivated**. We know that Martin Luther King did not say, “I have a strategic plan!” And Mother Teresa did not have a quality programme – she did not need one. We are unraveling the mysteries of these powerful styles of leadership and finding that inspiration is at the core of every great leader’s philosophy.

- A leader **who does not inspire is like a river without water**. The role of the leader is to inspire.
- Organisations do not exist – they are legal constructs. **Organisations cannot inspire, only people can**, but it is possible to create an inspiring organization. There is just one-way of doing it: by inspiring people, one soul at a time. There is no other way.
- All of us are leaders: we do display leadership skills in our day-to-day living
- The new leader is loved, not feared. The new leader serves his or her parceners (derived from a French word, which in law means a person who shares jointly with others in an inheritance), his customers. New leaders strive to meet or exceed the needs of parceners.

The book **Inspirational Leadership** has two parts:

- 1.1 Part one **Finding the Way** explains the circumstances that led to our present intense hunger for a better way to lead others.
- 1.2 Part two **Becoming an Inspirational Leader** explains how to become one.

1.1 Finding the Way

- **Secretan Work Enjoyment Survey:** Nearly half do not look forward to going to work on Monday mornings.
- We have become more committed to results than to people. Organisations are meant to serve people, not the other way around.
- Reducing costs, increasing profits and boosting results are more important than people.
- **Concerns:**
 - **Does management care?**
 - **Is my job secure?**
 - **Is this an organization with integrity?**
 - **Does my contribution matter?**
- When partners are convinced that their leaders value these concerns through their behaviour they will do everything it takes to help their leaders to succeed.
- We are human spirits sharing the same time and space, here to serve each other, not crush each other in competition for more things.
- If God made us in his own image and if God is in everything and everyone and everywhere – then when I look into your face, I am looking into the eyes of God. . . . I know what to do. I will serve.
- **The rules for community building are the same as the ones we learned, in the very first community to which we belonged – the family.**
 - **Do whatever you do as well as you possibly can (Mastery)**
 - **In a way that is good for people (Chemistry)**
 - **In the service of others (Delivery)**

1.1.1 Motivation and inspiration

The dictionary tells us that to **motivate** is to provide a motive; to induce; incite, impel – something we do to people. It is a HR technique. When we attempt to motivate others we intend to cause behaviour in them that achieves something **we** want. At its best, motivation is an attempt to serve others in **our** best interests.

Inspiration is strikingly different from motivation. The dictionary defines inspiration as `breathing in, as in air to the lungs; to infuse with an encouraging or exalting influence; to animate; stimulation by a divinity; a genius, an idea or a passion; a divine influence upon human beings.

Inspiration is that moment when we access the ineffable experience of the spirit inside us, which is one with the universe. It is our muse, our creative heart in a tide of beautiful energy. **Inspiration** is an inner knowing that transcends any external motivation. **Inspiration is thus a different class of experience from motivation.**

The root of motivation can be found in the personality; the root of inspiration in the soul.

Inspired people become enthused. Enthusiasm means one with the energy of God. Thus inspiration and enthusiasm are conditions desired by us all.

1.2 Becoming an Inspirational Leader

**If you want something you've never had,
you have to do something you've never done.**

Seven steps:

- 1.2.1 Defining our Destiny
- 1.2.2 Defining the cause
- 1.2.3 Enabling partners to Find Their Calling
- 1.2.4 Aligning calling and cause
- 1.2.5 Serving partners
- 1.2.6 Guiding the contribution of Brilliance
- 1.2.7 Magic Ingredient X: Creating the Environment to Inspire

1.2.1 Defining our Destiny (Step 1)

- What is my destiny?
- Whom does it serve?
 - **A leader must feel inspired before they can inspire.** This singular inspiration comes from a clear knowing about one's destiny: their higher purpose.
 - As long as we do not heed our inner voices, we remain untrue to ourselves, for we each have uniqueness within that is calling to be heard – and lived.
 - One day, a sudden storm arrives – illness or loss of job, loved one or relationship – and we are shocked when our comfortable structures are torn away. In the new starkness, we become aware that we have been drifting for years. This brings an awakening.
 - **It is never too late.**

1.2.2 Defining the cause (Step 2)

- **Inspirational leaders define and then champion a cause – a magnetic vision so powerful that it draws people and their passion to it from afar.**
- A cause is a dream that connects us from our present reality to a richly imagined future. It excites us into action.
- The cause that inspires: To honour God in all we do, To help people develop, To pursue excellence and To grow profitable.

1.2.3 Enabling parceners to Find Their Calling (Step 3)

- **After achieving pure clarity about one's destiny, then defining and championing the cause, inspirational leaders first reaffirm their commitment to their own calling and then coach others to find and master theirs.**
- Few people ever discover the work they love, their calling. Instead, we acquire skills based on all I – must-earn-some-money logic and then become slave to them.
- We often hear that life is a journey, but perhaps it is not so much a journey as a collection of moments. The point of life is not to slave away to the age of retirement. We are destined to live each moment joyfully, passionately and in the service of others.
- Follow your intuition. To be nobody but yourself in a world which is doing its best to make you everybody else - means to fight the hardest battle which any human being can fight and never stop fighting.
- **Tagore said: I slept and dreamt that life was joy, and then I awoke and realized that life was duty, and then I went to work - and, to and behold I discovered that duty can be joy.**

1.2.4 Aligning calling and cause (Step 4)

- **After achieving pure clarity about one's destiny, defining and championing the cause, reaffirming their own calling and coaching others to find and master theirs, the inspirational leader aligns the two by enabling parceners to invest the energy of their calling in service of the cause.**
- The leader asks them, 'what is your calling?' and then proceeds to help them identify their true calling and maximize their mastery within it.
- **Inspirational leaders create people – centred soulful businesses by locating inspired, talented people with a strong commitment to spirit and values. They do not hire mere skills.**

1.2.5 Serving Parceners (Step 5)

- **The Inspirational leaders ask the parcenter 'How may I serve you?'**
- More than anything else parceners yearn for leaders who genuinely seek to serve them, for this is a signal of love – and love inspires.
- Practise what we preach and be the change you seek to achieve

1.2.6 Guiding the contribution of Brilliance (Step 6)

- **The inspirational leader guides the parceners' contribution of brilliance. He / she is largely responsible for developing, nurturing and building the relationships inside and outside the company. Parceners are responsible for everything else.**
- There are four **important attitudes** that are essential for practicing inspirational leadership:
 - **Courage**
 - **Authenticity**
 - **Love**
 - **Grace**

- **Courage:** We all know that we should love one another, and most of us know how to, we just need someone we respect to actually say the words in practice, in a real world, in a working situation. For most people it is: if you go first, I'll follow you, but don't ask me to start!
- **Authenticity:** When we acquire we become authentic. Being real is not about hiding our truth, about hiding our emotions and Untherabilities. On the contrary, it is about revealing them. When we are authentic we say, and do, what we mean.
- **Love:** Authenticity and genuiness lead to love. It is very difficult not to fall in love with authentic people. They are consistent, dependable, transparent, steady, loyal and reliable.

The role of an Inspirational Leader is this – “I see myself as a steward and I see myself as a leader. I am a trustee – the care of parcener’s souls which they are here is my job. I need to care as much about their well - being spiritually and emotionally as I do about them professionally.”

- **Grace:** To love and to be loved is to experience grace.
- **We all have the same choices at work. We can invest our energy in demanding that others change, or we can put the same energy into maintaining a state of grace with our colleagues, customers and suppliers at all times, influencing their behaviour through our own actions**

1.2.7 Creating the environment to Inspire (Step 7)

- **The Inspirational Leader creates the environment that encourages parceners to inspire the leader. All leaders need to be inspired and their followers are a vital source of inspiration.**
- All team members, including leaders, have a critical responsibility: to contribute power to the group and to build the Spiritual Quotient of the entire team.

2.0 What do parceners do?

Parceners contribute greatly to the leadership process by:

- Promoting, protecting and remaining supportive to the cause.
- Being passionate about their calling
- Telling the truth and keeping promises to each other and the leader
- Inspiring each other and the leader
- Being open and willing to learn and change
- Teaching each other and learning together
- Always remaining alert to potential new team members and bringing them onto the team
- Being adaptable and capable of leading when appropriate
- Contributing to the team energy
- Augmenting the spiritual intensity of the team (SQ)

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