



talking about...

January 2008

... *designing better relationships for better outcomes*

Some Leadership Language

"Leadership is the art of getting someone else to do something you want done because he wants to do it."

... Dwight D. Eisenhower (1890 - 1969)
US President & military leader

In our last edition, we looked at the idea of a "Leadership Vision" – one that is realisable and connects others to a future. This month we would like to further explore what it is to lead others.

The American social researcher and business writer John Naisbitt has said that *"The new leader is a facilitator, not an order giver"*. Although this speaks to some aspects of the role of a leader, it does not go far enough. To facilitate means to "help the progress of" or "to make easy or less difficult" yet this does not speak of where the progress will lead. The creation of this direction is a fundamental aspect of leadership. However there is an art to doing this without simply appearing an order giver.

One way to look at this is through the NLP idea of *"pacing and leading"*. From a leadership perspective, pacing can be seen as process of building rapport and establishing the leader as part of the group. For the leader, it is characterised by "we" language and an inclusive style. This is very much the facilitative style where the leader wants to draw on the group to create synergies and a sense of shared experience and understanding. In this style, the leader is building connection and it can be visualised as walking with the group. However, when the leader steps into leading, the picture becomes one of the leader moving in front of the group, but not so far as to lose connection. It is at these times that the leader changes to "I" language and uses their authority to establish direction.

As such, this becomes a subtle dance where the leader paces and leads, paces and leads and so on to move the group in a certain direction whilst maintaining the group's connection and making the most use of their talent.

If you lead a group, you might like to reflect on how much time you spend facilitating and leading. Is there a balance? How aware are you of the subtle shifts? How do people respond to your pacing and leading? The more conscious you are of these subtleties the more adept will be your leadership.

"A leader takes people where they want to go. A great leader takes people where they don't necessarily want to go but ought to be."

... Rosalynn Carter (1927 -)
US First Lady

Some Interesting (and fairly useless!) Facts ...

Thanks to our friend Greg Stephenson who sent us this one...

- If you yelled for 8 years, 7 months and 6 days you would have produced enough sound energy to heat one cup of coffee.
- If you farted consistently for 6 years and 9 months, enough gas is produced to create the energy of an atomic bomb.
- The human heart creates enough pressure when it pumps out blood to the body that the blood can squirt 30 feet.
- A cockroach will live nine days without its head before it starves to death.
- Banging your head against a wall uses 150 calories an hour.

Talking About Pty Ltd

PO Box 6652,
St Kilda Rd Central,
Victoria, 8008.

Ph: +613 9507 2464

info@talkingabout.com.au
www.talkingabout.com.au

- The male praying mantis cannot copulate while its head is attached to its body. The female initiates sex by ripping the male's head off!
- The flea can jump 350 times its body length. It's like a human jumping the length of a football field.
- The catfish has over 27,000 taste buds.
- Some lions mate over 50 times a day.
- Butterflies taste with their feet.
- The strongest muscle in the body is the tongue.
- Right-handed people live, on average, nine years longer than left-handed people.
- Elephants are the only animals that cannot jump.
- A cat's urine glows under a black light.
- An ostrich's eye is bigger than its brain.
- Starfish have no brains.
- Polar bears are left-handed.
- Humans and dolphins are the only species that have sex for pleasure.

“Depend upon it there comes a time when for every addition of knowledge you forget something that you knew before. It is of the highest importance, therefore, not to have useless facts elbowing out the useful ones.”

... Arthur Conan Doyle (1859 - 1930) Scottish author & physician

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 ACN 112 307 892
info@talkingabout.com.au
 Telephone: +61 3 9507 2464