

TRANSFORMATIONAL LEADERSHIP

TURN YOUR OBSTACLES INTO IDEAS AND YOUR IDEAS INTO SOLUTIONS

I invite you to reach your full creative potential by helping others to reach their full creative potential. Why do I say this, you might ask? The reality is that we squelch each other's creativity on a daily basis and we don't even realize it. In our rush to accomplish a task, how often do we ignore a new idea offered up or respond, "But we already tried that?" When we are confronted with someone's problems, do we try to encourage their own problem solving or do we just want to provide them with 'our best answers?' How often do we put aside our own creative needs because we 'just don't have the time'. How can we change that?

Paying attention to how our actions and decisions impact ourselves and others is one critical step we can take. Think back to some incident in your own life where you were negatively impacted by someone else's treatment of you. If it had been handled differently, what value would you have placed on that? Perhaps it was a job layoff handled poorly, a job evaluation that could have been put in a more positive light, a creative idea thwarted or even how you were treated in a meeting. If you could replay this scenario, how would you change it so your creative spirit was left intact? Congratulations, you have just practiced transformational thinking!

The purpose of this newsletter is to get you excited about Transformational Thinking and Transformational Leadership. Whether you have the title of leader or not, the truth is that we are all leaders to one another and how our individual creativity, an open environment and our creative processes work together to transform our lives is intertwined. We need each other to 'get us all where we want to go'. 'Transformational' implies movement from one place to another. Transformational Thinking helps us move to a new place and Transformational Leadership is often the impetus for us to open up new opportunities in our lives.

TRANSFORMATIONAL THINKING

Here we are at the beginning of another new year and all of the hype that goes along with making New Year's resolutions. Our culture seems transfixed on the notion that new self-improvement ideas will suddenly bring about some lasting change within us to lose weight, change bad habits and bring our lives closer to the vision of the life we want. But in reality, our new year's resolutions usually fail. Why is that?

Just like diet fads that don't work in the long term, new year's resolution give way after a few weeks and the same old bad habits surface far too often into the new year. So it is not enough to want to lose weight, we need to transform our lifestyle to include adopting healthy eating habits and exercise and may even need medical advice. But we can make all of this fun by checking out new restaurants that serve healthy foods, trying out various forms of exercise that we might enjoy, taking a ten minute walk each day, taking cooking classes or joining exercise groups.

Likewise, if we have a bad habit like smoking or procrastination, there is no easy way to break these patterns. Partly, this is because they are often addictive. But equal to that, they are comfortable because this is what we know and feel secure with and change forces us to wander into the unknown. It is a scary place to be. It holds the potential for 'tremendous success' and 'awful failure'. Most of us get stuck on that failure part and don't move too far beyond to get to that promised 'tremendous success'.

For the brave of heart, Transformational Thinking lives up to the promise. It leads you into the "unknown" so that you begin to see new options for overcoming your obstacles. It takes time and it isn't easy, but it can be fun. The best part is that the results last a lifetime and just keeps getting better.

So make your resolution for 2007 transformational, identify your aspirations and what needs to change in your life to make them happen!

HOW DO YOU REACH TRANSFORMTIONAL THINKING?

There are many avenues that can take you down the road to transformational thinking. For serious life issues such as depression or addictions, counseling with a trained professional is most often the best choice. However, for many of us who simply want to improve performance, overcome obstacles, overcome bad habits or deal with lifestyle issues, there are an array of opportunities to choose from to 'get where you want to go.'

My own expertise is in training individuals in Transformational Thinking and the Creative Problem Solving Process, which has been researched for over 60 years. It has been found quite effective at helping individuals and groups to overcome their obstacles. To achieve the greatest benefit, I have found that the most successful path to take is to employ many different modalities in order to achieve long term improvements or solutions.

Some other modalities that you might consider include: Non-violent/Compassionate communication, non-aggressive relationships and Emotional Freedom Technique. Consulting with an expert in the area of your challenge often helps identify new solutions. Horticulture therapy uses a novel approach to help you see things in different ways. All can lead you to transform the way you think.

Stress relieving options like massage, singing bowls, raindrop therapy and alternative medical care like chiropractor care, acupuncture and nutritional counseling all help ensure that the mind body heart connections are all functioning at their best.

**DISCONNECTING FROM
CHANGE DOESN'T RECAPTURE
THE PAST.
IT LOSES THE FUTURE.**

WRITER, KATHLEEN NORRIS

TRANSFORMATIONAL LEADERSHIP

Twelve Tenets of Transformational Leadership:

- Facilitate, mentor and guide
- Create an environment that fosters creativity
- Champion concerns of their team
- Challenge their team to become their best
- Can be comfortable as a leaders or followers
- Build an environment of trust, honesty and safety
- Are confident, not threatened by other's achievements
- See opportunity in complex challenges
- Involve their team in the problem solving process and decision making.
- Pay attention to the "Gap Factor"
- Practice what they preach
- Are guardians of the 'creative spirit'

**WHEN YOU HELP SOMEONE
ELSE UP THE HILL, YOU ARE
CLOSER TO THE TOP
YOURSELF**

**GLORIA BARN, TEXARKANA,
TEXAS**

TRANSFORMATIONAL LEADERSHIP TIPS

If you aspire to be a transformational leader, you might consider registering for my newest workshop offering, *Transformational Leadership*. I encourage you to also explore the wide array of available continuing education training opportunities here in Bloomington: Leadership Bloomington, People's University, IU Continuing Education, Small Business Development Center (SBDC), Ivy Tech Community College and Indiana University. The Chamber of Commerce is another comprehensive resource along with professional organizations in the community that exist to help aspiring leaders build a network of professionals to help them succeed. The key is to be open to new ideas and explore as many options as possible.

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