



## Inspiring Leader

A huge performance issue organizations face is inspiring leadership at all levels. Kevin Cashman, author of *Leadership from the Inside Out*, studied the most effective clients he had coached over the last thirty years to determine the most effective results-producing leaders. He learned that a leader who inspires others and lives the vision embodies three principles:

1. *Authenticity*: Self-awareness that openly faces strengths, vulnerabilities, and development challenges.
2. *Influence*: Communication that connects with people by reminding themselves and others what is genuinely important.
3. *Value creation*: Passion and aspiration to serve multiple constituencies – self, team, organization, family, community – to sustain performance.

Review the three principles and explore three essential questions:

- How can I enhance my authenticity as a leader?
- How can I extend the influence I have?
- How can I create more values?

Use these skills to identify your next strategy to encourage others to share the exciting dreams of the future.