



EXCEPTIONAL WOMEN'S COACHING

## True Leadership

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Leadership is such a broad topic. If you google leadership you will get over 500 million hits, and if you do a search of leadership books on Amazon you will get over 72,000 hits with more and more books on leadership being published every day. So what is it about our interest and fascination with leadership? Well, here's the truth about leadership in a nutshell... we all want leadership, and we all have the capacity to be leaders.

In Tiara, we call this our True Leadership model. And while Tiara provides great programs and services for women, True Leadership is not a "women's leadership model" – it is a leadership model that applies to everyone. Various systems of leadership have been present throughout our civilizations: tribal, dictatorial, monarchical, democratic, and socialistic. Each of these models has pros and cons, and each one has provided some historical benefit. But today, we need a more individual **and yet connected** form of leadership. Today, we need True Leadership.

Here is Tiara's definition of True Leadership:

- True Leadership is possible for everyone and anyone – especially women.
- Leadership is not a title, and it is not a role. Leadership is a way of being.
- Your inspiration is at the heart of your leadership – it is your power source, and it represents what is truly important to you.
- You cannot authentically be yourself if you are trying to be someone else.
- Your leadership is completely tied to your personal strengths and gifts.
- We are all leaders and have the capacity to lead – by simply taking personal responsibility for being leaders in our own lives.

For the first time in history four generations of people are engaged side-by-side as employees in companies and organizations. Each generation has a historical belief about leadership, and we get into trouble when we try to adopt a "one size fits all" mentality. Women in particular have been trying to adapt to various leadership models over the years. In her book, The Naked Truth, Margaret Heffernan talks about the historical archetypes women in business tend to fall into: the Geisha, the Invisible Woman, the Bitch, and One of the Boys. The explanations are pretty straightforward and intuitive; many of us who came of age in business in the 1980's and 1990's know these all too well. Today, women are challenging the established models and asking themselves:

- How do I be a leader who is also a wife, friend, mother, partner, family member, artist, traveler – and other important roles?
- Who am I as a leader? Heck – why do I even want to be a leader?
- Can I stay true to my beliefs and values and still be successful as a leader?

The answer to these questions will be as unique as the woman asking them. And the first step to understanding your True Leadership is identifying what is most inspiring to you – and then finding a way to express that in your day-to-day actions. Start by asking yourself: What difference do I make in this world? What am I truly passionate about? How do I impact my work, family, and friends? What do they count on me for? Inside these answers you will find the source of your inspiration. As you look more deeply at why you do the things you are called to do, you will begin to understand your own True Leadership.