Organizations are desperate for Authentic Powerful Leadership™. Tribal leadership that hinges on control, territory, and rationality is outdated in organizations topsy turvey with speed, competition, technology, virtual teams, and the need for many voices to face complex problems. It’s ironic that the qualities and skills we have always known create healthy conditions for high performance can no longer be denied and must be remembered and relearned. Leaders also need to take care of themselves so that they see clearly and sustain energy for effective decisions. Rather than being thrashed about, running from one demand to another, taking breaks only to re-build some strength, leaders need to dip into their well of wisdom that provides a guide for short and long term productivity.

The Authentic Powerful Leadership Model™ above not only specifies the overall goal of leadership—to create and sustain community in which everyone contributes his/her best—but also identifies the Outcomes, Methods, and kinds of Information needed for each phase. Notice that on the right side, mostly feminine qualities are needed; and on the left, masculine qualities. (Note that feminine and masculine refer to energies, not genders.) Authentic leaders need both: the perception and skills to understand self and others (right side) and the perception and skills to direct their influence outside and inside their teams (right side). Also notice that each phase of Authentic Leadership has a key polarity to leverage: Visionary & Grounded, Candor & Diplomacy, Planning & Implementation, and Control & Empowerment. As a powerful leader you need both sides of each polarity.
In fact, current research on leadership indicates that leaders who are able to identify and leverage polarities far out perform leaders who are one-dimensional.

In the EDS course AUTHENTIC AND POWERFUL LEADERSHIP, we ignite the energy of the right side of the model which often is neglected and activate skills on the left side so that you have the power to accomplish your vision and empower others to join you in creating high performing teams and great companies.