

EXECUTIVE BOOK SUMMARY

LDRS 591
Organizational Behavior
& Development

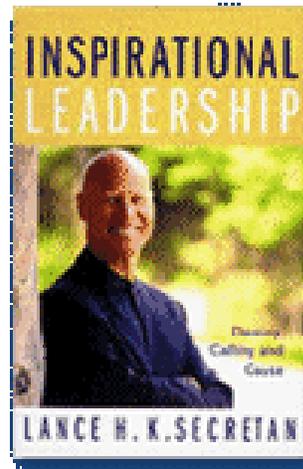
Keith Walker

INSPIRATIONAL LEADERSHIP

By: Lance Secretan
IN SUMMARY

Lance Secretan approaches leadership from a spiritual and yet practical perspective. He challenges the old models of leadership by claiming that we are all leaders if given the right opportunities, that the ability to lead, lies within each of us. He examines the paths chosen by leaders in history, leaders in business and ordinary individuals who have risen to the challenge. Lance Secretan argues that inspirational leaders do just that, they inspire, they breathe life into their followers and allow for a "stimulation by a divinity."

Not only does Lance Secretan discuss the importance of this and the need for a new way of leadership but he also provides a path to follow. He says there are seven steps one must proceed through in order to become an inspirational leader, to reach people, one soul at a time. "There is no other way."



Inside this issue:

<i>Inspirational Leadership Summary</i>	1
<i>The End of Old Story Leadership Theory</i>	2
<i>Inspirational Leaders</i>	3
<i>7 Steps of Inspirational Leadership</i>	4
<i>In the Final Analysis</i>	7

“A leader who does not inspire is like a river without water.”

Lance Secretans:

Destiny

- ***To help create a more sustainable and loving planet.***

Cause:

- ***To change the world by reawakening spirit and values at work.***

Calling:

- ***To lead and serve through my writing, teaching and speaking.***

Secretan, Lance (1999).
Inspirational Leadership.
Toronto: MacMillian Canada

"We don't see things as they are, we see things as we are."

Anais Nin

"Wisdom tells me I am nothing; love tells me I am everything. Between the two, my life flows."

An Indian Master

"Service is the rent each of us pays for living—the very purpose of life and not something you do in your spare time or after you have reached your personal goals."

Marion Wright Edelman

Inspirational Leadership

"The perfect relationship between the Inspirational Leader and the parcenter exists when what the parcenter needs is what the Inspirational Leader wants most to give."

Who Is a Leader?

Lance Secretan offers the belief that we are all leaders. At the same time he suggests that we are all followers but he says that to use the term follower in his new philosophy is inappropriate.

He chooses the word parcenter "which in law means a person who shares jointly with others in an inheritance." This different perspective allows for a 'partnership' to exist between leader and parcenter primarily because the parcenter has a vested interest in the relationship. Lance Secretan says that in our roles as leader and parcenter we are called to serve and inspire.

"Someday, after mastering the winds, the tides and

gravity, we shall harness for God the energies of love, and then, for a second time in the history of the world, many will have discovered fire." Pierre Teilhard de Chardin

Individuals are hungry for new leadership. The old style of leadership based on fear, intimidation, and control in a hierarchical system needs to become a thing of the past. Lance Secretan suggests it is time to

The End of Old Story Leadership Theory

"question many of society's touchstones, to cast out sacred cows . . ." Secretan claims that this desire for change is a communal one and that it is part of our evolutionary process. The desire for a change in leadership will reach critical mass and then will just be.

The Three Ages of Power

1. The Age of Arian Power - The Warrior. I am your leader. Follow me, I know the way!

Based on leadership values shaped 2000 years before the birth of Christ.

"At its best the warrior-leader archetype is admired as an example of the rugged spirit that built a nation, and at its worst, an anachronism in an age that yearns for a more mature and sensitive leadership style."

2. The Age of Piscean Power. Seeks to control but more subtle than Arian power, uses the intellect to dominate. The leaders lead others via ideological authoritarianism.
3. The Age of Aquarian Power - "I am your leader. How can I serve you?" – "Seeks to give power to others to empower them. The resulting power is far greater because it is multiplied and fueled by passion."

This is the age we are heading into, it is part of our evolutionary process.

Ghandi
Mother Teresa
Jesus Christ



Inspirational Leaders

- Martin Luther King Jr.
- Thomas Jefferson
- Buddha
- Nelson Mandela
- Aaron Feuerstein
- Bernie Krause
- Konosuke Matsushita
- Bill George
- Jerry Chamales
- Cal Turner

*"May you live all
the days of your
life."*
Jonathon Swift

*"In saying what I
have in mind, will
I really improve
the silence."*

You

*"The highest re-
ward for a per-
son's toil is not
what they get for
it, but what they
become of it."*
John Ruskin

Ye

*"Nothing is so
strong as
gentleness,
and nothing is
so gentle as true
strength."*
Ralph Stockman



*"You only have power
over people as long as
you don't take
everything away from
them. But when
you've robbed a man
of everything he's no
longer in your power -
he's free again."*

Alexander
Solzhenitsyn

7 Steps of Inspirational Leadership

. . . creating light for others to blaze the trail."

"If you want something you've never had, you have to do something you've never done."

1. Defining Our Destiny

Before you attempt to lead others you need to determine your own calling. In order to do this Secretan suggests that you need to be listening not only to internal rhythms but to a higher power as well. One must not get distracted by external influences that would inhibit your personal path of discovery. On this path you need to continually ask yourself two questions: 'What is my destiny?' and 'Whom does it serve?' "This discovery and the resulting journey create the warmth that kindles the passion, which then leads to the definition of our personal vision . . . "

"Your talent is the Creator's divine gift to you. What you do with it is your gift back to the creator."

2. Defining the Cause

"_____ a magnetic vision so powerful that it draws people and their passion to it from afar "

Secretan's most powerful argument for the importance of the cause to and for an Inspirational Leader is that it is a vision of a better future that they work passionately towards.

The difference between an Inspirational Leader with a cause and a leader who is trying to motivate their followers is that people are drawn to the cause because of the passion or fire that the Inspirational Leader possesses.

3. Features in the Cause of an Inspirational Leader

1. The Cause is patient, embracing and engaging with a long view.
2. The Cause seeks to ennoble others, not to enrich the visionary.
3. The Cause 'channels' Inspirational Leaders for something greater than themselves or their actions."

Secretan shares with us that a great cause speaks first to our souls, it inspires us and gives us life. The challenge is to recognize we don't need to be Ghandi or Martin Luther King Jr. to have a great cause—we just need to listen to our souls.

"the highest reward for a person's toil is not what they get for it, but what they become of it."
John Ruskin

3. Enabling Parceners to Find Their Calling

This is a challenging step because before you are able to assist someone else in their journey to their calling you must first be sure that you have identified your own.

"There are only two ways of spreading light—to be the candle or the mirror that reflects it."

Edith Wharton



As an individual discovers their calling they need to be open to Clarity, Choice and Commitment. One of Secretan's most powerful statements and yet so simple is, "When we serve others we transform work into a calling."

As you reaffirm your own Calling through Step 3 you lay out more clearly how parceners must do the same to define their own.

In this whole process you need to be open to energies and experiences that you were not even aware existed. Two ways to allow this to occur is by 'Letting Go' and through meditation.

4. Aligning Calling and Cause

This is the connecting step. The part where the cause of the Inspirational Leader fits with the identified Calling of the parcener. In this alignment, be you leader or parcener you are called to use the gifts you possess to their greatest capabilities to serve others.

Secretan refers to this relationship as being on a dream team. Being on this team provides the individual with sanctuary, **"a sacred, holy place; it is a place of refuge or protection, a shelter, as a soulful workplace, a safe environment."** This is not a physical place but rather a place for your soul, **"it is a place where we practise a sacred code, live in grace and honor each other."** What an amazing way to approach work and life.

"It is in serving others that we best serve ourselves."

5. Serving Parceners

True leaders serve. There can be no greater purpose to being a leader. Secretan believes that the best example of this type of leadership is that of the ideal parent and unconditional love. Our actions must truly speak louder than our words. "People whose souls have been trampled on at work yearn for leaders who are prepared to serve them." When parceners know they are cared for and respected, they in return give unconditionally.

"Be the change you seek to achieve." Ghandi

"Whenever there is a human being, there is an opportunity for kindness." Seneca

**"My father didn't
tell me how to
live; he lived, and
let me watch him
do it."**

Clarence
Buddington
Kelland



6. Guiding the Contribution of Brilliance

Lance Secretan uses the example of a conductor who "invites the violinist to release the music that lies within." It is the role of the Inspirational Leader to recognize the greatness in the performer and then to give them the opportunities to allow it to flourish. To allow the performer to use their gifts to further the cause.

As an Inspirational leader guides performers they need to remember these four attitudes:

1. Courage - go first, others will follow
2. Authenticity - be real, align heart, mouth and mind
3. Love - love and be loved, create relationships
4. Grace - live in a state of grace

7. Magic Ingredient X: Creating the Environment to Inspire

"Leadership that comes from the heart and soul."

Inspirational Leaders cannot demand inspiration but rather they create environments where it can be nurtured and grown. That inspiration must grow on all levels, intellectual, physical, emotional and spiritual. The environment must be a sanctuary that allows for the moments when the performer becomes the leader and the leader the performer. We are called to inspire, to be the breath of God.

"Inspirational Leadership is love made visible."

In the Final Analysis: A Student Perspective

The Old Story of Leadership does not work. We only need to watch the news in the evening, listen to reports from financial institutions who are prophet motivated or examine the rise in sick leaves in the work place just to name a few, for further proof of a need to find a different way. Lance Secretan offers an alternative. Inspirational Leadership approaches leadership from a very spiritual perspective pulling from Christianity, eastern beliefs, mythology, history and the life stories of past and current Inspirational Leaders. Although pulling from a variety of sources can demonstrate the universality of his teachings, it can at times weaken his arguments by dilution. There is the danger of losing credibility by equating astrology with Christianity or eastern belief systems. Secretan also does not back up his teachings with any tangible evidence, in fact he balks at our culture of having to measure everything in order to validate it. He believes that there are some things in life that have tremendous importance to us like, "the smell of a baby, the beauty of the Mona Lisa . . . ", that cannot be measured. This justification could be seen as an excuse or in some situations he may very well be right. There is a danger however by not providing evidence, that he might not be taken seriously. But if one was to put aside some of these weaker aspects and examine the true message of Inspirational Leadership you are left with a philosophy that appeals to the heart and soul of the individual. Lance Secretan is a great story teller and he shares some of the wisdom of the ages to point us into a new direction for the 21st century. His solutions seem simple initially but to put into practice in our society means you will be swimming against the tide. Secretan challenges leaders to love their parceners, to treat people with dignity, to be a role model, to serve others.

"Everyone can be great because everyone can serve."

Martin Luther King Jr.