

GROWTH STYLE OF LEADERSHIP

SKILL: CLEAR RELATIONSHIPS

“The best leaders are clear. They continually light the way, and in the process let each person know that what they do make a difference. The best test as a leader is: Do those served grow as persons; do they become healthier, wiser, freer, more autonomous, more likely themselves to become leaders?” Robert Greenleaf (Founder of the Servant Leadership Movement)

DEFINITION:

Clear Relationships has to do with the ability to relate to oneself, to others and to the Divine from a place of clarity.

Clarity means to see clearly; to observe and absorb attentively and neutrally, so that there is clear assessment of the situation even when there’s no solution or answer in sight. Clarity is possible in the midst of complexity, confusion and chaos; and is often born out of such conditions. Clarity is not about having answers. It's about having awareness.

With Clarity, we can create and sustain Clear Relationships, first with ourselves, then with the Divine and with others.

The creating stages of a relationship are:

1) **Purpose:** Why am I in this relationship?

Clear: Resonance, Fit **Unclear:** Fear, Disorientation, Uncertainty

2) **Psychological Safety:** How open can I be? Who is the other? How much retaliation there is?

Clear: Spontaneous Interaction, Forthrightness, Caring **Unclear:** Caution, Mistrust, Facade

3) **Intentions:** What do we intend together?

Clear: Clear Intentions & Goals; Shared Vision & Values

Unclear: Apathy, Skepticism, Irrelevant Confrontation

4) **Commitment:** Are we ready to commit? Do we believe in this?

Clear: Dedication, Devotion **Unclear:** Resistance, Reluctance

The sustaining stages of a relationship are: (when issues appear in these stages, clarity is found by addressing the questions in the creating stages)

5) **Implementation:** How will we implement this? What is our schedule?

Clear: Explicit Assumptions, Alignment **Unclear:** Confusion, Non-Alignment

6) **Synergy:** Are we experiencing synergy?

Clear: Intuitive Communications, Flexibility, Felt-Sense

Unclear: Disharmony, Distrust, Unfulfilled Expectations

7) **Renewal:** Are we tired / complete? What’s next?

Clear: Staying Power, Celebration, Continuation **Unclear:** Burnout, Boredom



LIVING THE SKILL 'CLEAR RELATIONSHIPS'

BENEFITS:

1. Promotes simplicity, acceptance, cooperation, understanding, and empathy.
2. Provides opportunity to respect each other's pace.
3. Emphasizes the importance of the 'creating stages' of a relationship.
4. Allows for opportunities of renewal and next level leadership.
5. Creates short cuts to get to the crux of the matter.
6. Minimizes arguments based on positions of duality.
7. Increases opportunities for connection, union and intimacy.

1. **Come present to your breath, to this moment, to this now.**
2. **Attune to a Presence within beyond your body, emotions and thoughts.**
3. **Breath into the loving neutrality of this inner Presence.**
4. **Open yourself to receive of the blessings that are available for you at this time.**
5. **Ask for assistance to transcend and see with the eyes of the loving neutral inner Presence.**
6. **Describe a challenging and/or a clear relationship situation.**
7. **Recognize the clear and/or unclear signs in the relationship for each stage described under "Definition".**
8. **Attune to the inner Presence of loving neutrality and ask "what can I be/do to take this relationship to the NEXT LEVEL?"**
9. **Allow time to sense, receive and/or perceive an answer.**
10. **Say out loud or write what you perceived.**
11. **Express gratitude to the inner Presence and your partner.**

"Great leaders are almost always great simplifiers who can cut through argument, debates and doubt to offer a solution everybody can understand." General Collin Powell

"Leadership and learning are indispensable to each other." President John F. Kennedy

"An eye for an eye only ends up making the whole world blind." Mahatma Gandhi