

How Does 'Passion' Fit with Leadership?

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Have you instilled in your personal and organizational life a commitment to continuous learning and ongoing improvement? Further, have you invited other individuals to join in collaborating with you? Are you seeking their ideas and perspectives?

For your private life, involve your spouse. If you learn together and grow together, you reduce the likelihood of growing apart! If you have young ones at home, there's no better legacy than to nurture their curiosity and to have them grow to be collaborative inquisitors!

At work, institute the habit of asking two questions after every victory and every failure. Ask, "What did we do well? What could we do better next time?" Then genuinely listen. Invite creative option generation. Encourage springboarding off each other's ideas.

Having spent some time looking back on 2007, I've concluded that what I can do better in 2008 is model healthy "passion."

We human beings live in four dimensions at once: physical, emotional, mental, and spiritual. They are interwoven in ways we don't understand. For example, doctors recognize that the mental and physical are linked when they deal with psychosomatic illnesses.

My working life focuses heavily on the "mental" dimension. I spend my time thinking with and influencing leaders. We focus mostly on rational behaviors and logical, cause-and-effect outcomes. Someone asks me "Why?" and I start flipping through my mental catalogue of possible answers.

My physical and spiritual dimensions are fairly healthy. Could they be stronger? Sure! I doubt there is an upper limit on how healthy a person can be!

As I evaluate the balance in my life, I conclude that my emotional dimension could be enhanced. Oh, I'm not suggesting that I attend more "chick flicks"—I am reasonably in-touch with my feminine side. And I sure don't want to stimulate an increase in unexpected outbursts of anger!

I do, however, want to provide emotional encouragement to the leaders I support. My job is to stimulate and maintain a leader's commitment to "improvement." Leaders need to feel enthusiasm from me if they are going to stick with the changes they want to make. After all, the enhancements I encourage usually mean more work for the leader, at least in the short-term!

The emotional encouragement I provide to leaders is similar to the stimulating "stretch" they are to impart to individuals in their organizations. Those contributors live with "what currently exists" every day. Sometimes their current reality can feel overwhelming.

The role of the leader is to speak enthusiastically and repetitively about the organization's vision. Leaders can't expect to share the vision one time and have people "get it." First, most people can't envision the imagined future state that the leader has been generating for months or even years.

Second, even if they can keep pace with the leader's imagination, the reality of what currently exists causes "what could be" to seem like an impossible dream. Only if the leader is continually acknowledging "what is" and then moving on to "what could be" can the vision possibly infect those in the organization.

The more impassioned and vivid the descriptions, the more likely the vision is to engage the spirits and minds of the individuals.

For more on the power of emotion for leaders, go to www.tonyrobbins.com. Click where it reads "Watch this Exclusive Video." You'll see Tony Robbins' captivating presentation to the prestigious "Technology, Entertainment, and Design Conference" on the power of passion!

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