



The Blake Group
Organizational Consulting LLC

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June 2013 Newsletter

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Thanks for
reading.

Leadership Model for the 21st Century

In my coaching practice, I found that using a model as a framework for leadership development and personal growth produces greater results than merely focusing on skills alone. Skills flow from the integration of a model's components, personal introspection and guided collaborative facilitation. Therefore, I successfully adapted the following for Leaders Path™ executive retreats and coaching.

What is the Leadership Model for the Modern Workplace?

Consider the following leadership model developed from a study funded by the W. K. Kellogg foundation. The model based upon the values inherent in the new workplace, presents eight distinct leadership characteristics that combine to alter the existing rigid hierarchical structures. These basic tenets of leadership are: the Authenticity, Relationships, Giving Back, Collaboration, Courageous Acts, Learning, Fierce Advocacy, and Celebration.

- **Authenticity:** means having an inner clarity of purpose developed through reflection, meditation, restfulness and introspection.
- **Relationships:** are significant in that they allow individuals to participate in a greater whole. Venturing beyond the self to access different ways of knowing, inviting and accepting others with a profound respect for their talents and contributions.
- **Giving Back:** means committed service to colleagues, community and the world.
- **Collaboration:** promotes a powerful belief in the potential of others.
- **Courageous Acts:** include standing up, standing firm, and doing the right thing in the midst of uncertainty.
- **Learning:** means carrying out the reciprocal nature of the teacher-learner relationship.
- **Fierce Advocacy:** tempered by profound respect and compassion for others, generates a force for good that will not be stopped nor deterred.
- **Celebration:** refers to a sense of vitality, robustness, and the limitless possibilities of life.

Why is the Leadership Model Important?

The importance of the model lies in three contributions:

1. It defines special ways men and women contribute to our understanding of leadership and opportunities to do it better;
2. It opens up discussion about what is important to integrate into new ways of leading for a future that is vastly different and less predictable than any we have known;
3. It underscores the importance of alternative perspectives and approaches to solving problems of families, organizations, institutions, and communities as a global society.

<p>Forward this to your friends and colleagues.</p>	<p>What sets it apart is that it clearly identifies dimensions of leadership that reflect the realities of people's experiences and lives. It encourages both women and men to incorporate those concepts into their leadership practice.</p> <p>The basic principles come together, reinforce one another, sometimes overlap, and ultimately act in synchronization to create a powerful way of leading.</p> <p>© 2013 Orlando E. Blake, PhD. CPT. All rights reserved.</p>
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For more information about The Blake Group - Leaders Path Retreats & Coaching and Life's Path Coaching & Counseling, visit our websites:

www.blake-group.com and www.leaderspath.net and www.lifepathcoaching.net

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