



nucleus of change

Empowering people for a sustainable change

## NOC Newsletter Autumn 2009 edition

### Courage to challenge! How well do you do this if at all?

Welcome to the Autumn Newsletter. I hope you had a great rest during the summer and have tried at least one the few ideas I suggested in the Summer Newsletter to vitalise yourself!

Now the time is back to work and in this last NOC newsletter of 2009 (already!) I would like to explore a topic that can sometimes make us feel uncomfortable but which we need to face if we are to be authentic leaders. There has been recently quite a buzz with this quality or behaviour that current leaders need to demonstrate. As far as I am concerned we do not have to be in powerful roles to display such behaviour. It has to be part of who we are, how we interact with others and not only used in high profile roles.

We need to have the courage to challenge! Yes, that's it! Challenging who? Others? Yes but also challenging ourselves.

Let's me ask you a question: How comfortable are you in challenging others? What is it you won't dare pointing out because it might upset the person concerned?

Do you want to keep your position, assignment or get promoted and the idea of challenging a practice you disagree with your boss, your client, your colleagues or your subordinates give you sleepless nights? Or is it because you don't want to be seen as rude or self-righteous? You might dread to say anything to your spouse because you are afraid that will cause an argument! Perhaps it is the behaviour of your friend that drives you mad but again you are frozen with the thought that they might be offended and stop to be your friend?

Do you feel embarrassed when you speak the truth therefore you choose to play it safe and shut up?

When was the last time that you knew something wasn't quite right but you kept silent?

What about your own behaviour that you know is not productive but still are complacent with yourself? When was the last time you took some time to make an honest assessment and checked whether you were walking your talk?

Being Authentic is also about having the courage to challenge when you know something is not right and not to be afraid to stand up for what you believe in. This should not be the occasion for disempowering people or make them feel undervalued; it is about providing constructive feedback to raise awareness so that the person will reflect on their behaviour. Being able to speak the truth with compassion is the key.

People who have the privilege to advise, counsel or coach, lead others are required to have the courage to challenge their clients, staff & senior executives when something is not right and avoid colluding with them.

Now is the time to take five minutes to reflect:

- In what area of my life I am not sincere?
- What is not working?
- How can I change this ?
- What can I do differently from now on to make sure I speak up and stand up for what I believe in?
- What is the first action I will take today to be more authentic?

If you would like to take a free assessment of your authenticity go to [www.nucleusofchange.com/edc](http://www.nucleusofchange.com/edc)

Make the most of this Autumn and get what need to be done ready to finish this year 2009 in beauty.

**I will catch up with you in January 2010 for a very energising start of the year.**

All the best,

*Francine*

#### Upcoming Events

- **24<sup>th</sup> November 2009**, Executive Program for Authentic Leadership for executives, business owners and other leaders (Private sector & Not for profit). To book your place go to <http://www.epal.eventbrite.com/>

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