

ñI Belong Therefore I Amò ì The Leadership Challenge Rodger and Chellie Spiller

This session shared insights from Western and MŪri business to support participants as leaders to take up the conference themes of dollars and sense, a positive outlook for the years ahead, a commitment to spend dollars wisely and sensibly and to ensure a strong and sustainable home health sector. We explored ideas to address your leadership challenge of achieving extraordinary results in the face of the many challenges you are dealing with, from health rationing and uncertainties about funding, to needing to increase value and return on investment whilst reducing costs and delivering quality outcomes, to name just a few.

The presentation was grounded in The Leadership Challenge® ì the most extensively researched and scientifically validated leadership research in the world, based on data from over 3 million leaders and the subject of over 400 doctoral dissertations and academic research projects, including research in the Home Health Care Sector. The Leadership Challenge book has sold over 1.8 million copies in more than 20 languages and was selected as one of the Top 10 books on leadership of all time. The Leadership Practices Inventory®, introduced during the session, is one of the most widely used 360-degree leadership assessment instruments available. More than 250,000 leaders and nearly one million observers have completed it.

To add a financial bottom line perspective to what we shared, research into The Five Exemplary Leadership Practices at the heart of The Leadership Challenge, showed that companies practising them achieved an average share price increase of 204% in ten years and net income growth of 841% whereas companies that were weak in these practices only had an average share price increase of 75% and experienced a net income decrease of 49%.

The Five Practices of Exemplary Leadership® - Model the Way, Inspire a Shared Vision, Challenge the Process, and Enable Others to Act are described at www.leadershipchallenge.com in the section titled "About The Leadership Challenge" and the subsection "Approach". Our Australian colleague Michael Bunting provides further information at www.worksmart.net.au. For further information about The Leadership Challenge® course and/or The Leadership Practices Inventory® please feel free to contact us at 09 529-0678 or rodger@rodgerspiller.com

Whilst dollars are important and without them there is no business, or as Anita Roddick Founder of The Body Shop said, "No Margin, No Mission", we need leadership that is awake to the threats of dollars without sense. The expression "I think therefore I am" originated in the 16th century with Renee Descartes a French philosopher, mathematician, physicist, and writer who has been dubbed the "Father of Modern Philosophy". Much of subsequent Western philosophy is a response to his writings, which continue to be studied closely to this day. He is best known for the philosophical statement *I think, therefore I am*. For all the value that his insight added including assisting our ability to differentiate, measure and therefore better manage, there is a shadow side when this differentiation becomes dissociation and thinking and life become a morality free exercise.

The worldview of Mũri seeks to close gaps of separation that can arise when ñI think therefore I Am leads to dissociation. The saying ñI belong therefore I am is the central belief for Mũri ĩ that we become human through our relationships. In this view to ñbe is to ñbelong. We need a transformation in consciousness from ñI think therefore I am to remembering ñI belong therefore I am ĩ hence the title for this session and our weaving in to The Leadership Challenge illustrative examples from Mũri businesses that Chellie has researched where Belonging and Relationships are central to her Five Wellbeings approach. This approach involves working from a spiritual dimension, which many Mũri trace to Io, the coalescence of connectedness, and to measuring and managing how we are going on the journey where a business is evaluated in terms of the practices in the respective wellbeingŉs that include spiritual, cultural, social, environmental and economic.

In our research we have gone back to the old English word ñwelth, meaning ñto be well from which the word ñwealth is derived. As leaders in creating wellbeing you are at the forefront of what is needed if we are to become a truly wealthy community with the courage to care.

Chellie recently returned from The Academy of Management Annual conference in Montréal, Canada. This is the oldest and largest scholarly management association in the world with close to 20,000 members from over 100 nations. The conference theme, which reflects the leading edge of leadership research, was *Dare to Care: Passion and Compassion in Management Practice and Research*, daring members to care more deeply about their role in their family, workplace, and society.

Chellieŉs research, presented in a paper that was judged a ŉBest Paperŉ at The Academy of Management drew connections between the Mũri approach to building caring relationships and the ñEthic of Careŉ body of work developed by Carol Gilligan of Harvard University and others which relates very well to the Mũri approach. Relationships are characteristically empathetic, open to emotional considerations, and responsive to connectedness and attachments.

In working in a relational field ĩ human to human ĩ as you as leaders in Home Health know intimately, you become part of the life history of another and make a meaningful difference in the lives of others. In her Theory of Human Caring, Professor of Nursing Jean Watson expressed great concerns about the increase of de-personalisation in society and highlighted the need for nursing to preserve and advance human care amidst threats from bureaucracy, managerial constraints, biotechnology and treatment fragmentation. So important are social relationships that the lack of them is among the most important sources of chronic stress affecting the health of people in developed countries today. Many people around the world are very concerned that many businesses do not appear to practice an Ethic of Care. Changing that is an integral part of The Leadership Challenge.

In the Mũri relational view of the world, all people are called into being through relationships. In serving others, one is serving oneŉs extended self, and self actualization occurs in relationship. Connectedness is an organizing principle of the universe.

For further information see www.rodgerspiller.com and www.chelliespiller.com