

Taking the Reins . . . Authentic Leadership

As a leader, you want to be true to yourself and your values. As an employee or client, you want a leader whose words and actions are consistent, who cares about you as a person and not just about the bottom line. This is authentic leadership.

We can all learn this, no matter what position we hold in life and business.

It means really knowing yourself. You may need to ask for honest feedback from co-workers and those close to you, and then really listen to the answers. The responses will be beneficial as you get a deeper understanding of yourself and how you are perceived by others. You can then tweak things to bring your words and actions into closer alignment.

It means standing up for what you believe in, speaking out when something is wrong, and staying true to your values despite challenges and disappointments. This takes courage, and an ability to defy convention and forge your own path. Be true to yourself, not to someone else's standards.

It means leading with heart . . . having a passion for what you do, and compassion and empathy for the people you lead. Develop strong, personal relationships with your people. Be approachable and available and they will then want to follow your lead.

Authentic leadership will inspire trust and commitment in your people because you will be showing your trust in and commitment to them. Be consistent, show you care, and your leadership will be worthy of a following.

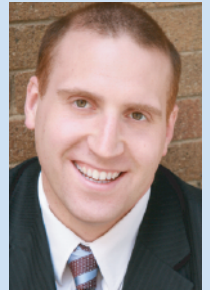


Austin Tondevold, the Newest Member of Dimension 11

There's a new face in the office and voice on the phone at Dimension 11.

Austin Tondevold joined us on May 1 as

Director of Training and Marketing. With a highly successful background in counselling, entrepreneurial ventures and real estate, he brings a well-rounded repertoire of knowledge, skills and experience to benefit our clients.



One project he has taken over is Circle of Companies – An Employer Strategy, an initiative designed to match unemployed people with unfilled positions in local companies, meeting everyone's needs. With hard work and enthusiasm, he has already made himself known to and liked by clients, employers and co-workers alike.

As he takes on more roles and responsibilities and settles in, we're all sure to appreciate and benefit from the strengths he brings to the job.

Quote

"The growth and development of people is the highest calling of leadership."—Harvey S. Firestone

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Sherry Knight, the Newest FCMC

On May 29, 2008 Sherry Knight, president of Dimension 11 Ltd., received the prestigious FCMC designation. When we asked her why she thought she was receiving this honour, she said, "Because I'm old." Now, that may be tr...*(nope...that's not coming out right...let's try that again.)* The only reason age may be a factor is that it takes hard work, dedication, time, and experience to become the outstanding leader and consultant she is. Old...no. Deserving...yes!

As a human resource and management consultant, Sherry is a senior member of the consulting profession. She leads Dimension 11 in assisting organizations in building their leadership teams. As today's leaders move on to other stages of their lives, the new, young recruits are moving into those leadership positions. Sherry plays an integral part in guiding those leaders to excel in building successful people who in turn build successful businesses.

Fellow Certified Management Consultants (FCMCs) are those individuals whose contributions to the profession and the community continue to inspire and typify high standards of ethical and professional practice. They have been singled out by a combination of peers, clients, colleagues and community members for their integrity, pioneering efforts and innovation.

Kudos, Sherry! All of us at Dimension 11 are proud of your achievements. It's an honour to be working with you, old or not.