Bound by Love

Welcome to the November Life-Changing Leadership Blast. The topic for this month is “Bound by Love.” It's a topic that I love being able to explore. We've often heard that all of our emotions are typically derived from two primary emotions and Marianne Williamson writes quite a bit about this; the idea that our emotions are either bounded or stem from a place of fear or our emotions stem from love and that all emotions can either lean in one direction or the other. So when we think in terms of our leadership and we think in terms of our corporate culture, and which of these primary emotions are going to get great performance? So let's just take for example, fear; what kind of emotions might stem from a place of fear? I'm thinking it might be things like: anxiety, overwhelment, excessive levels of stress, sometimes a feeling of lack of control, and that will create fear and fundamentally be drawn from a place of fear, chaos, confusion. Those would be some of the emotions that we might experience that would fall in that category of fear. Also things like the carrot-and-stick; you know if I don't do a good job, is there going to be some punitive results from that, if I don't meet someone's expectations or the department’s expectations? You know, is there a sense of fear around that? On the other side is emotions that stem from being bound by love and that may be things like: gratitude, joy, abundance, there's enough resources for everyone. If you think in terms of on the fear side, it would be there aren't enough resources. So we tend to kind of have fear around resources, we might even, you know, struggle for resources from department to department but on the love side, it would be things like gratitude (there's enough for everyone), we're contributing to something greater in our community, we feel connected in a way that is meaningful to our purpose corporately. So there’d be abundance, joy, happiness, collaboration, team. Those would be some of the emotions that we might get connected to. So now what we want to do is think in terms of our own personal leadership and we want to think in terms of what do I, what environment, what context do I create? Do I create an environment where it's those positive emotions stemming from love or am I creating an environment that is mostly bound from a place of fear? And then we can take that outer view and look at our corporate environments and whether our corporate environments are instilling either a place of love and focused on gratitude and abundance and happiness and joy, or more from a place of fear? And then the final question that I think is really important is, which one do we believe is going to create the greatest performance? It doesn't mean that we're always going to be in one camp or the other, we're going to move back and forth but it's the predominant energy that is produced through these emotions. Gone are the days where we can tell people not to bring their emotions to work, not to bring their feelings to work. We are bringing the entire human being and it is really important for us as individual leaders, as team leaders and as organizational leaders, to really consider what is the context, what is the emotional foundation of the context in which we are creating? My favorite quote from Herb Kelleher of Southwest Airlines, he always said that he believed that organizations that were bound by love would always get better results than those bound from a place of fear. Thanks and I hope you spend the month reflecting on what is the context that you're creating in your environment in which you have control? Bye for now!