

The Branch



Branch Issue THREE: Winter 2009

REDESIGNING THE NEST

Throw another log on the fire! A mean Pacific storm raged across the Monterey Peninsula last night. Chilling rains pelted rooftops and splashed windows. Spanish moss, which had hung in the grand oaks for the past season, blew off in nest-like clumps. Branches are down across paths diverting water flow. Birds zip from ground to branch--preoccupied with nest redesign. Within hours the Monterey coastline transformed from an idyllic, blue, sparkling bay with Mediterranean flare to a salt-washed, wind-swept landscape reminiscent of the rugged Irish west.

Snap! This is like our current economic state of affairs—we've been struck by a storm that seemingly slammed in unannounced, blew our nest-egg retirement funds to the ground; thus, refocusing our priorities. Frugality now reigns. How does a leader demonstrate confident vision in times like these?

VALUES-BASED AGILITY

Well, just as quickly as the Monterey Peninsula environment and landscape transformed from one hour to the next, leaders must adapt to the new circumstances-- with agility. However, while performing this chameleon-esque feat, special attention to the type of agility must be made. With our clients, we've started calling this approach "values-based agility."

We're hearing so much about "change": a new game on Wall Street, a new Washington, a new Way to engage the World. DHC defines "values-based agility" as readily adapting to new approaches and practices while consistently identifying the values driving the change. Like a disciplined student of yoga, a values-based agile leader will stretch to motivate the team to adapt while reminding them—now more than ever—the core values that animate the organization and provide its life, its spirit. The agile leader will clarify the purpose of our work and restate the connectedness of all parts. Cash flow helps, yes! Still, it equates to temporary sustenance. People need to feel a deeper purpose for the lifeblood of the organization to flow healthily.

CHAMELEON CHAMPIONS

We must really tune into the spirit and soul of the organization we lead to be an effective values-based, agile leader. Without the consistent reiteration of value-drivers, our followers see us only as mere chameleons, adjusting our skin (albeit awesome!) to protect ourselves in fear of future threats. Projecting a confident vision of how to weather these tough times must stretch us to react quickly in tandem with articulation of values driving the organization. Only then may we "chameleons" champion the trust of our followers. They will see--by our actions-- that we are inspired to perform at the deepest level of purpose. Whatever color you choose today, be sure it's true to your core organizational values of as you response to this dynamic, ever-changing marketplace.

SECURE YOUR SUCCESS!

DHC partners, Dayton Hughes and Rose Pucan-Meagor, recently met with Audrey Pierson, president of Secure Your Success. Audrey impressed us as a dynamic facilitator and advisor. Consider engaging Audrey to show you ways to "unlock your profits!" Audrey earns our vote for "Recommendation of the Season". Please visit Audrey's site to learn more: <http://www.SecureYourSuccessInc.com>

DHC champions creative ways for emerging leaders and their teams to invest in human development practices to achieve and celebrate tangible, lasting returns. For more on DHC developments: we invite you to

www.dhc-global.com