

3-Dimensional Leadership

Leadership lacks a convincing map of the territory. This leadership map references space and time, the two dimensions in which action – the third dimension – takes place.

		Time			Being
		Now	The Way	The Future	
Space	World	Grounded Leaders	Challenging Leaders	Visionary Leaders	Awareness, Connection, Transformation
	Team	Adult Leaders	Coaching Leaders	Inspirational Leaders	Awareness, Connection, Transformation
	Self	Authentic Leaders	Journeying Leaders	Inspired Leaders	Awareness, Connection, Transformation

Leaders work in the present now, towards a future vision via the way of a path between the two; i.e. they work through time. And they work via themselves and a team on the world their actions affect. They work via space. So the first 2 dimensions of the 3-Dimensional Leadership Model show 9 Modes of Leadership.

In each Form, 3D-Leaders ACT: they are Aware, they Connect and they Transform, captured in the third dimension which we call Being, or simply “ACT” for short. Awareness can be considered as breadth, Connection as depth while Transformation provides the outcome.

Leaders may be relatively strong or weak in each of the 9 Forms of Leadership. They are not alternatives: Leaders can be fluent in all of them, and the best leaders are. The first step is to become aware of leadership strengths and weaknesses across the 9, providing a basis for appropriate development.

A BRIEF DESCRIPTION OF THE 9 FORMS

Visionary Leadership

Sees what does not exist, connects with that vision and brings it into reality. What does not exist is much more interesting to the Visionary Leader than what does exist. They spend time in their imagination, articulating what may be imagined and trusting that it may be turned into reality.



Challenging Leadership

Works with the unfolding world as it emerges in the moment, navigating the rapids: Challenging Leaders' primary focus is survival. Their task is to keep the ship afloat: they sense possibility and danger. They know that most obstacles are imaginary or avoidable and most of the rest are temporary. Nothing gets in their way.

Grounded Leadership

Works with things as they are: The Grounded Leader is Aware of, deeply Connects with and Transforms the world. Freed from the urge to judge, the Grounded Leader is open to more hypotheses. They know there are always different ways of seeing things.

Inspirational Leadership

Inspirational Leadership reminds others of their greatness. Inspirational leaders take people out of themselves and into something greater. They take people into a version of their own future. As the Inspirational Leader causes you to sense more of your potential and that of other people, your team, your organisation and the world, you are inspired!

Coaching Leadership

Coaching Leadership sits in the middle of the matrix, connecting team with potential team, self with world, and present with future. Coaching Leaders enable others to succeed. They know that it is "not about them" and work through and for the benefit of others. They connect the team's hopes and fears, and enable them to get past hurdles, and clear obstacles out of the way.

Adult Leadership

Adult Leadership connects with others in an Adult-to-Adult way. In terms of Transactional Analysis, there is no need to adopt either the Parent or Child ways of behaving. The Adult Leader is aware, connects and transforms people. Connection includes having good relations with others. Transformation gets the best from them. The Adult Leader transforms from a place of true perception.

Inspired Leadership

Selfless Leadership has purpose and meaning. Selfless Leaders sense a field of possibilities. Selfless Leaders can give themselves to a higher purpose, because they know that the Self will perish; the only question is timing. The ego is absent. Selfless Leadership includes awareness of the uncreated self. Selfless Leaders have realised that greatness is for all.

Journeying Leadership

Journeying Leaders are committed to self-transformation in order to be more effective. They notice themselves and sense they are changing, in fact they realise that not changing is simply not possible. They are aware of at least some of their own weaknesses and they are working on them. They have connected with a deeper sense of who they are; what we call the "continuing self".

Authentic Leadership

Self-Aware, self-Connected and self-Transformational: We use self-awareness to include thoughts and feelings, strengths and weaknesses, values and purpose. Present Leaders are congruent: their values and behaviour align: they walk their talk.

