

3 THINGS

*EVERY LEADER MUST POSSESS
TO HAVE AN AMAZINGLY
PRODUCTIVE TEAM*



by Debbie Forcier-Lynn

Special thank you to the most US-ly people in my life:

Tricia, being on this journey with you has been amazing. I love you to the core, you are faithful to always bring me back to me. I am grateful for you and for Joe.

Jason, you're my US-ly partner for life. Having you is like breathing. I love you All the Way and I am yours forever. I am grateful for our late talks as I sort through my thoughts, you truly "get me" and you understand this brain of mine. As I exhale, thank you for "finding me". I love you forever.

Have you ever googled “leadership” or looked at how many books about leadership are out there? What is it about “leadership” that has us so mesmerized? Out of all potential ideas and topics I’ve asked myself, why pick something that is so vastly covered? Yet it was the word “vast” that led me to put in my two cents on this topic. Leadership is vast and yet very perceptual. How “I” want to be led and how “I” lead is my choice. How “you” want to lead and how “you” want to be led is your choice. With that thought alone, I assure you that I will not be the last to cover such a powerful, overlapping ever-evolving topic.

So what are the benefits for knowing the three things I am going to reveal to you about leadership? Horatius Bonar from the 1800s put it perfectly:

*Thou must be true thyself,
If thou the truth wouldst teach;
Thy soul must overflow, if thou
Another's soul would'st reach!
It needs the overflow of heart
To give the lips full speech.*

I think we can agree that at the deepest level of all of us we desire to be a leader. A powerful leader that changes the face of this world for eternity. For some that desire has even turned to want for a title or even fame. Oh, but wait, “title,” “fame”... is that leadership? I can tell you that neither has any designation of good or bad, right or wrong—but honestly, will the “title,” or “fame” settle the desire calling within us all? Leadership and its desire is planted deeply in us all; it is the root value that makes us who we are. Have you ever looked at a thriving tree and explored its beauty of existence? Next time you see a massive tree being exactly what it was created to be, see that the value of leadership is also at its root. No “fame,” no “title”... just “BEING”.... That’s leadership in its purest form.

WHAT VALUE WOULD IT BE TO YOU IF YOU COULD...

- Handle any situation you had to face from a place of peaceful composure and in a way that benefits the greater holistic good of all involved?
- Empower people to become their best while choosing the best?
- Be trusted and trust while inspiring others to a greater vision?
- Have complete wisdom, guidance, understanding, compassion, and intuition to build a sustainable society and future?
- Connect with everyone around you on every level?
- Lead with no preconceived thought or judgment of others?
- Make things work by building high performance processes, systems, and teams?
- Manage your energy and respond to any crisis from a place of “knowing” all is perfect?
- Offer a safe environment for all to learn and grow from every opportunity that cancels any and every mistake?
- **BE** just as you are and know you are enough and in that be the most powerful leader to yourself which then naturally unfolds to everyone around you?

Often times we think leadership is about a crowd of people or more than one. Before we go any further let's establish that everyone is a leader. In some form or fashion every living being is a leader. Someone or something is watching, observing, following, or reaping and giving from your leadership. What you do when you are alone is leading, and what you do in a crowd is leading. Every breath you take leads to the next.

AS YOU LEAD YOURSELF YOU LEAD OTHERS, AS YOU LEAD OTHERS YOU LEAD YOURSELF

Have you ever wondered why people or even you yourself can get aggravated and frustrated rather quickly with others, especially when they are not doing as we see or deem fit. Sometimes the aggravation is tolerated and in others it is eliminated. However the fact that there was aggravation is where we must stop and look and see ourselves. One of the most powerfully self-revealing things I was ever taught by my mentor was when she said: Debbie, if you can see something that aggravates you or makes you angry at someone else, before you discount it, find the place within you where the aggravation or anger touched. It is here, that you will find.. it was you and not the other.

I pondered that statement for years before I received the awareness and power of that moment. On a whim once my friend Tricia and I jumped on a plane from Atlanta to California for a long weekend with our new friend Dr. JJ Meier. We were in our hotel at breakfast. I had recently

married the man of my dreams and we were still in the stage of blending our families. Knowing me deeply, Tricia asked, "How's it going with you and Jason's children?" I looked up at her with tears filling my eyes, which was a complete shock to me. Up until the words rolled off her lips I thought I was "handling" it fine. But her words seemed to release a deep powerful grip of fear on my soul. There was no way I could hide behind the word "fine", because the tears immediately gave that away. Letting myself go, I chose to be vulnerable. I looked at her and said, "Not too good".

You see, at the time, Jason had a thirteen-year-old daughter and an eleven-year-old son. For some reason, I always got along with boys, but throw a girl in the mix that was not my daughter and I did not do well. I never thought much about it and just assumed that I did not care for the drama of being a middle school teen—let alone that I thought Jason was only nurturing her incessant drama for attention.

I remember sitting with Jason and getting up to go refill my drink only to come back to her in my seat cuddled up under Jason's arm with a giggle. In my head I heard her saying to me "My Daddy and you can't have him." I took a deep breath and did my "let it go" mantra while gritting my teeth and leaving the room. Jason was clueless, I would tell him that she was thirteen and it was time to encourage her independence and that I was NOT going to compete with a thirteen-year-old nor put up with him facilitating her attempts to compete and shove me out. As I was telling Tricia this story she looked at me in silence. We both sat there hanging in a moment of stillness and then out it came, the phrase that rocked my world.

"Debbie, it's not her... you see yourself, and that is who your battle is with."

In that very instant and as seamless as a sun rise I got it. My struggles were not with my step-daughter at all. But with the thirteen-year-old girl in me that craved her Daddy's attention, approval, and outstretched fully unconditional love.

Oh, don't get me wrong, my dad loved me the best way he could, but I never felt noticed nor valued as his daughter, as "their" daughter. I always had this deep feeling that can be described with no other words except "being in the way." This feeling led to a deep longing in my heart that would constantly scream "Pick me, Pick me, Love me, Pick me!" That was the girl I was wrestling with. My step-daughter is truly an amazing human being and she is on an amazing journey on this planet. I cannot tell you how thankful I am today that she and I are here to experience this growth together. I can see her fully as she is and embrace her beauty. Choosing to see her from her Father's eyes and getting to know the him in her helped me get to know her as I got to know me.

I See Me

by Debbie Forcier-Lynn

What do I see when I see you?

I see me, in thee –in you I see me...

Do you make me smile or do you make me cringe -

It's not you – IT's me then...

If I did not have in me the pain I see –

Then who would I be... I'd be me...

When I'm angry, from where has it come –

Why does it reside?

"I don't know" I may say...

But knowing, is where my freedom is this day...

Wishing others would see the way I see

This is not for me...

It only confirms what I see..

So when I look at you what do I see?

I see me...

ROADBLOCKS AND MYTHS THAT BLOCK YOUR AUTHENTIC YOU FROM “BEING” YOU

There are many roadblocks and myths in leadership that we have taken as doctrine. Yet, if we really look hard at them we can dispel and reveal the illusions that have blinded us from the leadership we desire. One of the first that comes to mind is:

Don't let anything stand in your way OR there is always an opponent to knock you down.

I wonder how many of us have believed this one. I did for years and because of it, I would leave jobs that I actually enjoyed, or worse, I would not try for jobs that I really wanted. As positive as this myth sounds, it hinders. Why? Because now you believe that something “can” stand in your way. The only thing that can stand in your way is you. Once you believe that you are blocked by something, then you are blocked—until you redefine the “something.” Fear of some sort is behind all blocks, find the source of this fear and you will have the key to dissolve it.

Another of my favorites is:

Don't let 'em see “ya” sweat, no matter what the cost. Just make it happen.

So why is this a screaming myth? To cut to the chase, if you were not fearful of losing something then you would have nothing to “sweat” about or make happen. Obviously there is a loss if it doesn't happen. Motivation is powerful; fear induced reactions and results are pathetic and actually damaging to any bottom line capabilities.

My entire life has been spent running from the opponent trying to “get me”. Maintaining the “sweat on my brow” and in other hidden places, while JUST making “IT” happen for everyone else, yet awaiting for the applause of those around me to prove I had their approval and acceptance.

As far back as I can remember I have never felt “good enough”. I always felt I had something to prove in order to claim “my space” in this world. This wreaked havoc in my life at every level. I had a divided view of living. I had my “work life” and then I had my “personal life”. In my personal life I did my best to be an amazing wife and mom in the midst of controlling what everyone had to do. I feared that if I did not do “it” then no one else would. This thinking made life miserable for everyone, me included. But, thank God, they loved me and were able to love me enough to guide and support me to my place of peace within myself.

But I want us to look at my work life. I lived desperately seeking approval from my leaders in order to “be” a leader. I wanted the title of Manager/Director/VP and eventually that C-Suite spot. I wanted to be seen as bold, fearless, and a decision maker that could do no wrong. While desiring all of this, deep down, in my hidden-from-the-world core self, I was scared “shitless”. I was so fearful of being “found out” that I would do anything to protect the place that I had earned. You see, I didn't do the “college thing”. I didn't go the route of everyone around me and, for some reason, I was able to skirt right through with no one noticing. I had charisma and charm and I could sweet talk anyone into following me. So I thought...

Usually, when I would take a position at a company, it would take about six months to a year before I became very discontent with everything around me. Everybody had “issues,” they didn’t show up and do their job, they worked “half ass” and got away with it, and it pissed me off. Yep, I am telling the truth about how I felt. And here is the big one, my boss(es) usually enjoyed taking my ideas and making them their own while reminding me I was not the boss. That one REALLY pissed me off.

Somehow, every time I left a job I gained in position in the next venture. And soon I sat as CEO. Only this time there were no employees to blame and no boss to accuse. I was the boss and I was the employee. In 2009 I decided to start my own business. For some reason, I believed from all of my experience that I had all the answers to be a corporate consultant. I knew I could coach others to great success. I was tired of my bosses taking my ideas, so I decided to show them and implement my ideas to “help others” while getting paid. Whew, I would be amiss if I did not tell you that I was blown over, cut to the core shocked and surprised to find that I had stepped into the role of my lifetime.

Some would define this as the “end all” experience—and now that is exactly what I call it: my END-ALL Experience. This was the beginning of the end of my fear facade world.

When I started my business, I dreamed of walking into any door and being the one everyone sought to be near. I wanted notoriety and power. I wanted everyone to “want” me and what I had to say. I wanted to be heard and by God you will listen to me or step aside. My biggest dream was to be number one on the New York Times Best Seller’s List. I wanted to walk down any street and be recognized. I wanted to be a Leadership Expert and celebrity. I saw myself filling arenas and doing what I love the most, LEAD-ing Leaders. I had it all... books, products, DVD’s, master seminars, and I was the online training guru capable of training others how to do exactly what I had done. Oh and did I tell you, I was on Oprah too...

This dream actually worked and carried my ego for quite a while. It was the dream that gave me confidence. It worked because in wanting all the attention, I had mastered the skill of “glass case” humility. Meaning, what you saw looked priceless and beautiful, however hit it with a rock and its form shatters. This “glass case” world taught me quickly the skill of creating communication and dialog to move a group to a beautiful end result. I was masterful and I loved watching it work with every group I had the privilege and opportunity to develop. For a time, I actually thought I was the one that “did this” and that I was the only one that could do it this well at the highest level. I never realized that there was a room full of powerful souls willing to drop their guard and lead by leading themselves. Their leadership to lead themselves into vulnerability was the power I was experiencing, not my prideful “unique” ability. I truly believed that because I had found my “unique self” I would not struggle with finding new clients or a new group of people to work with. This was why I could charge high prices and be in demand, right? I did what every organizational director or executive desired to do.

But, damn it, why weren't people naturally drawn to me for the gift I had? Why wasn't my phone ringing with referrals and why was I not being recommended as the preferred "keynote"? Somehow, along the way, I had come to believe that I had it figured out and if I worked hard enough I would find the person or partner that would propel me to the top of the waiting list for fame. I attended every networking event possible. I joined every "leads" group and handed out more cards than I think I had printed. I even changed the info on my business cards to be appropriate for the event I was speaking at or attending. If you needed it I became it. I had so many costume changes that I got confused when leaving the door as to what I was wearing. My world was so confusing and as I looked into the mirror of life I hated everything I saw. I hated me, I hated my life, I hated this nagging vicious cycle of "placement". I had no idea why I was here and I was sick of trying to figure it out. I was done. It seemed that everything I tried only ended in turmoil and frustration. I had to accept that I was a fake and the life I had created felt fake. Somehow I was in the sideshow and not the blockbuster I had dreamed.

Have you ever watched a boxing match and wondered what in the heck would motivate anyone to be knocked around like that? I personally hate watching anyone or anything get hit or knocked around. Even on a movie or TV show where it is acting I cringe. Yet, this is exactly what I did to myself for over forty-plus years. I would get up and beat myself up in hopes of winning the titles of "Worthy", "Accepted", "Valuable", "Smart", and "Wanted".

The scariest part of my day was when I went to bed. Why, you may ask. I had to go to sleep with myself every night. It didn't matter that I had figured out how to have someone in the bed to distract me—that was temporary. Eventually the room was always dark and I had to lay there waiting for sleep to envelop me. It was this very moment I dreaded. I had to lay there and "be" with that fearful part of me that I had masked and beat up all day. The bleeding pained soul that was literally begging to get out of the ring had no idea the fight had been called and the only opponent was me. My own life had become the opponent. Now I can stand before you and tell you that my own life literally beat the hell out of me.

I suspect you are waiting for me to tell you about my miraculous moment of instant change—A POOF MOMENT—where my fairy god-mother made everything perfect in an instant. Fairy tales have a way of teaching us that life works like that. But they also have a way of teaching us that life is just an illusion and that we can write our own story based on our own thoughts, minds, and definitions. We all come and live on this earth for a time. And yes, we have a great purpose for being here. Finding that purpose is your mission. What often trips us up is that we get sidetracked by looking at someone else's journey and wishing it was ours. What someone has defined as "fame" or "peace" becomes our desired destiny and in that desire we miss our own stage. You are the star of the greatest show on earth. You are the Number One Best Selling Author of your own story. You are the CEO of you. You are here to choose the experiences and orchestrate your life to BE you, the authentic you that you see in others. Where that takes you, is the journey of experiencing -you finding out why you are here.

Becoming the “CEO of you” is what has brought me to you at this very moment. It has been the journey and by choosing to take the time, I gained the experience to help you orchestrate your life. There was no opponent, there never was. Life has so many fear-made rules in the corporate arena that we have become skewed into thinking that to be a leader we must look like “this” or act like “that” and, guess what, only you can define what “this” or “that” is. Once you do that with no fear then you will see that you are a Leader and always have been.

Awareness Leadership is my personal term for the pivotal place every true leader desires to be.

To embrace Awareness Leadership is to embrace the place of your highest version of the grandest vision of yourself. This place transcends every thought or obstacle you originally believed was a block. From the place of Awareness Leadership, you are able to accept fear as a filter against pain and fear actually becomes your guide to complete fulfillment. No longer can you see the blocks you thought were there to bind you. Every block has become your lift to propel you to soar and be everything you desire.

AWARENESS LEADERSHIP: LEADING YOU BACK TO YOURSELF...

In the following paragraphs I will lay out the framework for you of how to live in this place of Awareness Leadership. If I could tell you the do's and don'ts I would say:

- Do, allow yourself to see from a new set of eyes. This will take practice and it does not happen overnight, but it does happen one moment at a time, so BE fully in the moment. Taking in every experience as a gift to your awareness training.
- Don't, let the past block your future. You may very well see things that you will redefine and turn away from. You may find current relationships do not fit or work for where you are going. Emotions and beliefs will be challenged, you must decide what you KNOW and believe with every step. All of this is totally expected and part of the process toward awareness. Finally, as you grow in awareness and begin to lead by meeting and leading yourself first.
- Do, allow yourself to hear and listen to that still small voice that has called you, even as a child. This voice IS the real YOU. This voice is what is linked to your creator. This voice is saying:

“I will help you be like me... for I know exactly WHO you are because we are alike. However, if you want to be different, I will continue to wait until you change your mind...”

- Don't, worry if this saying is completely meaningless to you at this time.
- Do, anticipate the day when you will see its message for you.

Every true leader has learned the art of choosing all experiences to orchestrate their lives and live as they fully desire. They have learned the power of assumption and how to make it work for them versus against them. What really makes a leader powerful is the ability to transfer this knowledge and strength to those they serve. Watch closely, here is a very important point. If you do not know yourself and what you believe, then someone else will determine it for you... Let me show you how this works.

Most dictionaries define leadership as someone at the head or top of a group of people or movement. It is defined as a role or position that is earned. Look at the following sampling of various world past and or present leaders:

*Ghandi, Winston Churchill, Moses, Theodore Roosevelt,
Donald Trump, Nelson Mandella, Kim Jong-un, Osama bin
Ladin, Adolf Hitler, Stalin, Mother Theresa, and Billy Graham.*

As you looked at this list what did you do? Can I assume that you categorized this list based on its importance to you? I would expect that you saw good leaders, bad leaders, and “not your type” of leaders. Did I assume well? It’s natural, most people do this based on what they believe or know from how they were taught.

Every person on this list IS a leader. In some form or fashion they led and still lead a group of people. Although leadership is packaged in many forms, it is about the qualities brought to the position of leadership and what they stand for. The fact that you can categorize the leaders is proof that you have put them in a hierarchical order based on your own level of awareness, your own standards. We do this every day with everyone we meet, know, work and interact with. Unconsciously or consciously categorizing how we feel and think based on our own interpretation.

So, here’s the “kicker”: the results you are experiencing in your life come from the overarching principle that what you think is what you create for yourself. Nevell Goddard introduces it well in his life changing book *The Power of Awareness*: “The law of assumption is the means by which the fulfillment of your desires may be realized. Every moment of your life, consciously or unconsciously, you are assuming a feeling (a belief). You can no more avoid assuming a feeling (or belief) than you can avoid eating and drinking. All you can do is control the nature of your assumptions.”

Since that is a law of life, a systematic principle, you must consciously learn to establish what level of energy you categorize or judge from. Do you love your life and enjoy where you are? Do you see hope in every day with no incessant striving? Or do you feel like you are immersed in sludge, being slowly sucked under? Heck, maybe you are just unsatisfied and bitchy all the time.

Either way, you must evaluate and objectively see the results you are experiencing. Are you negatively or positively motivated? Once you allow yourself the awareness to learn how and why you do this, you will have entered your first quadrant of the Awareness Leadership System.

AWARENESS LEADERSHIP OPENS YOU UP TO: FULL SPECTRUM AWARENESS.

This means one is able or willing to see life as an All-Encompassing IS, with no: right or wrong, good or bad. You experience the awakening that all emotions—anger, joy, pain, love, fear—as well as all events are here as our teachers. Awareness Leadership is consumed in a person when they are able to see for themselves first and understand how that connects them to everything else. They live from mindfulness knowing that business is owned by society and society is governed by the planet, which is our environment. They lead their lives and others, knowing that if we lose our environment then we lose our society and business will have no reason for existence. It's that simple. So simple it takes a lifetime to master.

The entire purpose of this eBook is to introduce to you what I feel are the three essential things for any person stepping into this attentiveness of BEING who they are as a leader and seeing from “Full Spectrum Awareness”.

I believe that the level of your awareness is consistently established and measured from these three things. While there are many things a leader will learn along the way, these three things are foundational in awakening ones awareness to the full spectrum they influence.

1. Know your values, choose wisely and honor them. By honoring your values you will naturally become aware of your thoughts and how your thoughts lead you. Your mind is the means by which you determine your own condition, because your “mind” is the mechanism of decision.

This is where you are fearful or fearless. This is how a true leader faces fear and redefines it as the teacher it is in order to support the direction they are headed. Your mind defines everything. What is fearful to you is defined by your mind, what is fearless to you is defined by the same mind.

Every experience you have had... determines how you define every experience you will have...

Full spectrum awareness leaders will choose every situation from their values first and not from their external feelings and emotions. Whatever you value integrates within your mind and carries out through your behaviors. This is why it is a must to know what you believe and what you value. If you do not, someone else will determine it for you and take you to a place you do not desire to go.

2. Challenge the way things are and risk everything for the cause that you believe in. Know your strengths and weaknesses and fear neither. Challenge your strengths to be stronger

by giving and investing what you desire into others. As you do this you will have the opportunity to invite the presence of fear into your weaknesses—to be the awareness that makes you powerful. You absolutely cannot make a mistake, unless you define it as that. You can however, create opportunities for growth and lead yourself through every situation.

Fear is not the enemy unless you make it the enemy. Fear is actually your gift. It is the opposite of what you desire. The job of fear is to re-MIND you of what you desire. Fear has an important job, we have been told that fear is here to “hurt us” and block us. Change your thought, practice awareness. When fear arrives, ask it directly, what are you here to teach me? Sit with your fear and learn what it has for you. Know how to do this, and you will own the key to unlock every door that has blocked every dream you have ever had for your life.

As I lead me I lead others: Leading others includes: My competitor, My Challenger, My Champion, My Guardian

3. Be fully vulnerable by inviting and engaging others to show up in your space. Provide them a safe place to be open, learn, and gain trust, as you expand the borders with no judgment and no expectation beyond growth. Do all without regard to any personal gain. Give the value and BE the experience you desire to see.

Making a difference in the world is a value infused within great leaders. They are aware and know that making a difference in the world, one person at a time, is the only way their message can be sustained and passed on. They also know that as they give and find ways to invest their leadership, they will receive the benefit of watching it grow and multiply. You can never out-give the blessing of giving when it comes from the true place of release.

Don't let the myth fool you; just give the value you seek and seek nothing more than to give...

As we come to a close for now, know that your experience of leadership from this perspective is just beginning. You will have an opportunity to see differently and give differently. You will have multiple opportunities to practice these three valuable introductions to leading differently. Don't stop believing in the power of you. Don't stop learning that you are enough and when fear steps up don't define it as paralyzing. Redefine it for what it is: your Guide. Find its purpose and embrace what it has for you.

If you are interested in learning more, we have an introductory webinar for our Awareness Leadership System. Click on this link and sign up for the webinar and we will send a link to your email. You will pay nothing and the information you will gain in the webinar will be enough for you to practice for weeks.

The Awareness Leadership System is our signature system for leading yourself and others.

Everything in your life will improve to the highest level as you lead yourself authentically and holistically from Full Spectrum Awareness. Our Awareness Leadership System will teach step-by-step how to change your level of seeing life to change your life. You will fully benefit from this system as you learn how to:

- Concentrate your attention on things as you would like them to be rather than on things as they are
- Maintain joy regardless of unfavorable circumstances
- Be confident instead of succumbing to misery, unhappiness, and defeat

You become a powerful full spectrum leader when the above mental states are a permanent part of your awareness. You are as a planted tree when all your thoughts are true thoughts. You are fully present as your highest concept of yourself is manifested.

I deem it only appropriate to close where we began with more by Horatius Bonar:

*Think truly, and thy thoughts
Shall the world's famine feed;
Speak truly, and each word of thine
Shall be a fruitful seed;
Live truly, and thy life shall be
A great and noble creed.*

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