



## Resonant Leadership

Resonant Leaders engage us. They evoke strong emotions and inspire us through their positive thoughts and clear vision. Leaders develop their resonance through compassion, hope, mindfulness and they maintain their resonance through the process of renewal. Leaders of all kinds possess these abilities. However, their level of emotional intelligence determines their ability to manage the feeling and emotions that motivate groups to meet its goals. Resonance, in terms of brain function, means that people's emotional centers are in synch in a positive way. This is the message that co-authors Richard Boyatzis and Annie McKee want to bring to management theory in their latest creation "Resonant Leadership".

In a personal interview with Dr. Richard Boyatzis, I was able to ask him not just the reason the book was created but also what words of wisdom he wanted to share with the readers of Coaches Corner.

Richard shared with me that the idea of Resonant Leadership had its roots in Primal Leadership – Realizing the Power of Emotional Intelligence. This book was co-authored by Richard along with Daniel Goldman and Annie McKee. The second chapter of this book talked about Resonant Leadership. This chapter highlighted discordant leaders and the varieties of dissonance as well as how the brain's design impacts leadership. From this chapter the inquiry began. Managers and colleagues began asking the question "What makes leaders resonant?". Both Richard and Annie saw the need and began to expand on the ideas found in Primal Leadership. As they were deepening their exploration of Resonant Leadership, Harvard Business School Press approached them about creating a book on the topic.

It is easy to see, hear and feel that Richard has a lot of passion around the development of our leaders. You can see it in the way he moves around while talking about the topic. You hear it in the words he chooses and how those words evoke memories, which translates into feelings. Richard is constantly showing everyone that they have the ability, if they desire, to develop their emotional competencies and become a resonant leader.

Richard wants everyone to know that there are four major ideas found in Resonant Leadership. First, great leaders build resonant leaders around them. Resonant leaders are in touch with and understand themselves. Second, people build resonant leadership through hope, compassion and mindfulness. Third, leadership is stressful and when that stress becomes chronic it is correlated to physical and emotional effects on our bodies. Finally, when we experience hope, compassion and mindfulness it allows our bodies to recharge, to tune into others and to have creative thought.

In Resonant Leadership hope and compassion are seen as experiences and mindfulness is a state of being. Hope is when you are able to imagine a better and feasible future. You are optimistic and believe that you can make it happen. Compassion is when you show care or concern for those with whom you work. You demonstrate the competency of empathy – truly understanding another's experience. Mindfulness requires us to be awake and aware. We attend to ourselves, to other people and to the world around us.

The studies used in the writing of Resonant Leadership have found correlations between dissonant leadership (stress) and heart disease, type-two diabetes, high blood pressure and three forms of cancer.

Although these findings are rather moving, Richard wants everyone to know that these effects can be turned around, performance can go up and you can live a more balanced life. His suggestions for change involve paying attention to the "wake-up calls". Once you have heard them, talk about them with a trusted friend or informal coach. Buy Resonant Leadership and begin to make the changes for yourself. If you can, hire a good coach. A coach can empower you to create a clear and attainable learning plan. In addition to a coach consider enrolling in an executive education or MBA+ program.

The process to change is neither difficult nor does it have to be expensive. What you do need, however, is a level of awareness to begin the process. Now that you're aware...go ahead and take that next step.

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