

Written by Nick Sharrock with inset by James Pentreath

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The attribute that I appreciate the most about my work at the moment is the ease of conversation that I am having with prospective clients. Shape Consulting has recently partnered with Worldview Consulting with me at the helm to introduce their suite of Leadership offerings to Australian companies.

There are three elements to these offerings that make the conversation flow. Firstly is that Leaders in organisations need to have more face to face conversation, secondly that Leaders will not be transformational without passion and committing personal value to their roles and their people, which is their heart, and thirdly that conversations about leadership must flow throughout the organisation and in so doing will 'democratise leadership'. Democratising Leadership can be achieved through promoting discussion about the organisation throughout the body of the organisation, and have Leaders and those displaying Leadership qualities, with or without a title, openly talking about their own organisational challenges and experiences whilst being developed as a leader.

I've included my colleague James Pentreath article that he wrote recently about Bob Dylan, and leadership, being a voice, and change.

As the poet, singer, songwriter and artist Bob Dylan hits the age of 70, you can't help but look back on his career and take in one of, what seems like, thousands of documentaries on his colourful life so far.

One in particular caught my eye, a BBC video that showed the influence that Dylan had all the way through his career, and I couldn't help but think about the qualities he has shown as a leader.

Not a leader of a government or a leader of a large business, but instead a leader of people – he was responsible for getting the word across, whether via a protest song or a song about racial pre-conceptions in America.

Today we talk about leaders leading with passion and heart, and if they do that they can't help but spread that energy and momentum across the organisation. We all know how awesome a force it would be to have a workplace that actually works with heart, rather than just their

hands or head. No doubt it was Dylan's passionate song writing and performing (as well as this absolute determination to get his message across) that built him such a dedicated following. And they listened to him.

Then, what about bravery? We talk constantly about leaders having to have courageous conversations at the workplace and encourage others to do the same. Just like the archetypical leader in the modern corporate arena, Dylan took risks for the good of his cause. When he famously plugged in his guitar at Newport there were cries of “Judas”, but he stuck to his decision and his fan base and following only grew.

It has been said that much of his success as a young musician was born out of his focussed determination and ability to wear down those that counted until they gave him the break he needed. Why did he stick at it? Simple, he believed in what he was doing and had an incredible desire to be heard.

Love him or hate him, you can't help but notice the impact the man has had on music and much of the world. And, putting our leadership hats on quickly, he has demonstrated the power of working with your heart and taking brave decisions with the bigger picture in sight.

This article resonates the three elements of Leadership that form an ethical grounding and understanding of what Leadership qualities will transform organisations. Our programs have had terrific traction outside of Australia. In only six years they have touched over 120 clients. Our flagship program, **Nine Conversations in Leadership is being implemented with over hundred groups per month.**

Shape Consulting are pleased to be bringing this work to Australian shores and we are very excited to be a conduit for transformation in organisations in our home country.