



Creative-consciousness mapping

by the CEO of a global corporation

If you have successfully arrived in the North-East, you will no doubt know a great deal more about yourself than when you began your journey. You feel more confident as a leader but also a more complete individual. If you are like me, you probably also feel as if you have barely scratched the surface and are eager to become more skilled so as 'to get the bottom of the subject'. Your ability to sense and name your own energy, whether you are alone, leading a group or being led by another, is sharper than it has ever been. Increasing, too, is your ability to sense and name this energy in other individuals as well as a collective group. The benefits of this, but also the enjoyment it brings, can really be quite extraordinary.

Early on I found myself processing the ccm as a framework in leadership team meetings, which was a good discipline. Increasingly I am able to just sense it, to intuitively know when an intervention is needed, for example, and alternatively when a group is better off working things out, or not, for themselves.

I am beginning to discover the many nuances that underpin the power of the ccm. By tuning intently in to those around me, I find they reveal clues about themselves and clues about me ... often in unexpected ways. By taking these clues in and really trusting yourself and your team, outcomes that are creative and shared ownership and commitment are commonplace. Open and honest debate reflecting differences of opinion but respect for others can become the norm.

I recently hired another executive to join our team. He was enormously surprised by the vitality of the leadership group upon his first meeting. Not surprisingly, the team was able to evoke contributions from this person from the outset. He later admitted to me that he learned things about himself and about teamwork that day that he never knew before. The team accomplished this.

For me, the early part of this journey was not easy. My first instincts were to rely on my analytical skills and my experiences alone. They had served me well throughout my career and had helped me achieve a great deal of business success. I intellectualized that these new tools might well be helpful to others, but not me. It was only after opening up some windows to myself, my routine use of allied and distorted robes and my tendency to avoid some of the energies while gravitating to those that were more natural to me that I came to realize that I was not achieving my own potential as an individual or as a leader. And of course, as a senior leader in the company, the implications of this were quite profound. I genuinely believe I am just getting underway.

'When I get to heaven, I mean to spend a considerable portion of the first million years in painting, and so to get to the bottom of the subject' – Sir Winston Churchill.

