

Leadership Dimensions

Understanding Genuine Leadership



Dr. Leigh – Corporate Australia's Dr. Phil

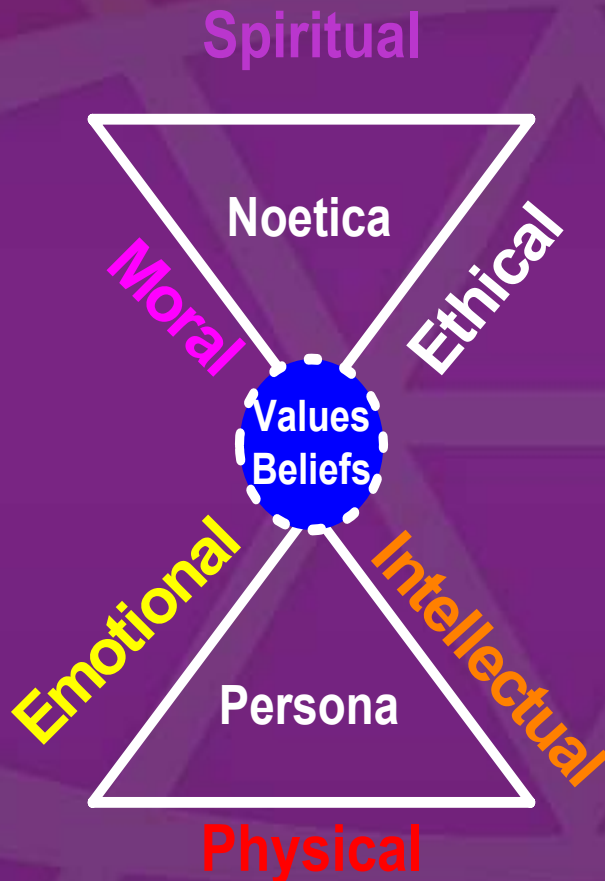
Leadership Dimensions

The following slides depict the relationship between Transformational and Transactional Leadership and Servant-leadership and Spiritual Leadership.

The slides also provide a model for ideas about Servant-leadership and Spiritual Leadership as espoused by John McFarlane, CEO ANZ Bank.



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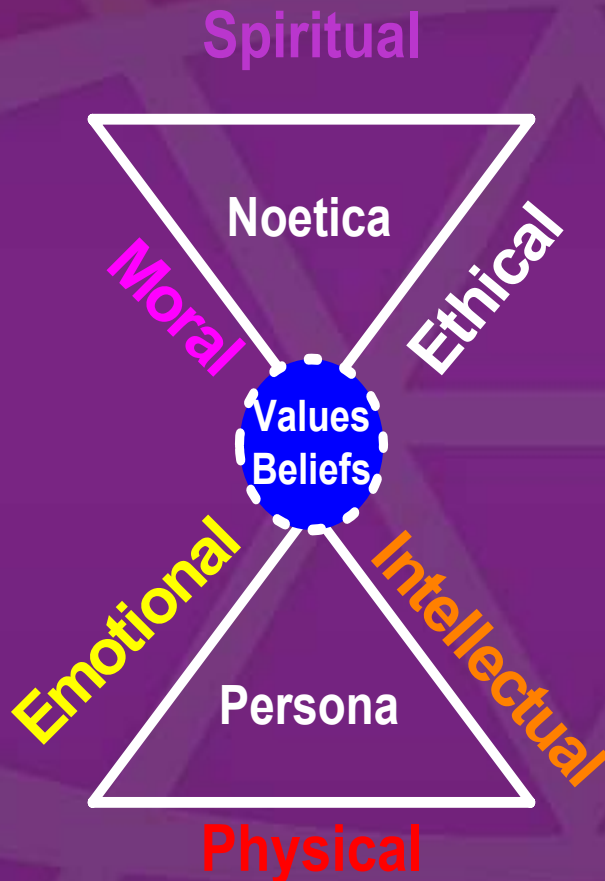
People consist of both the
Noetica/Existential

and

Persona the psycho-
physiological realms.



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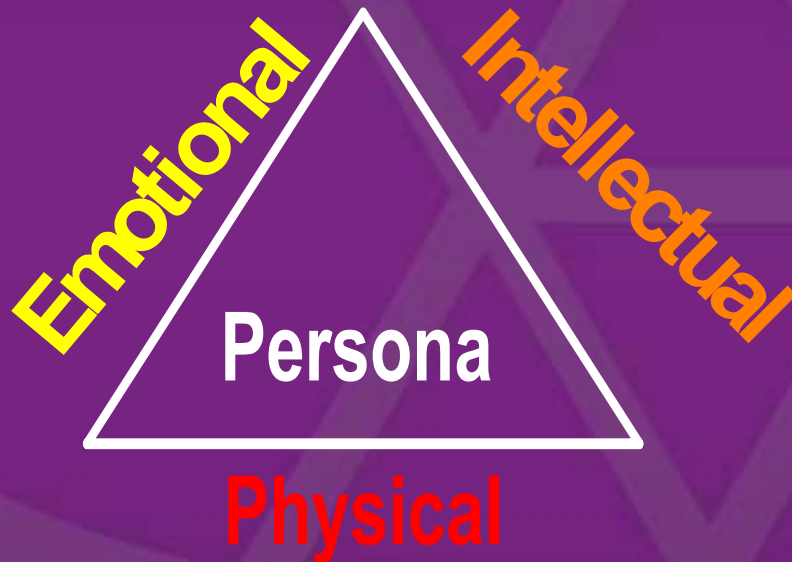
The Noetica is the realm of Ethics, Morals and Spirituality

and

The Persona (Psycho-physiological) is the realm of emotions, ideas and behaviour.



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The PERSON –(Psycho-Physiological) Realm has two aspects identified by Herzberg Motivation, the highest and most satisfying, includes:

- Achievement
- Achievement Recognition
- Responsibility
- Advancement
- Growth

Hygiene is the lowest and includes:

- Working conditions
- Salary
- Status
- Security
- Interpersonal relations



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Hygiene does NOT satisfy people!

Motivation leads to satisfaction.



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Spiritual

Noetica

Moral

Ethical

The NOETICA –(Ethical, Moral and Spiritual) Realm has two aspects.

Spiritual Destiny, the highest and most satisfying, includes:

- Life Meaning
- Life Purpose
- Destiny
- Self-sacrifice

Fulfillment includes:

- Ethical Behaviour
- Moral Action
- Self-expression
- Self-fulfillment



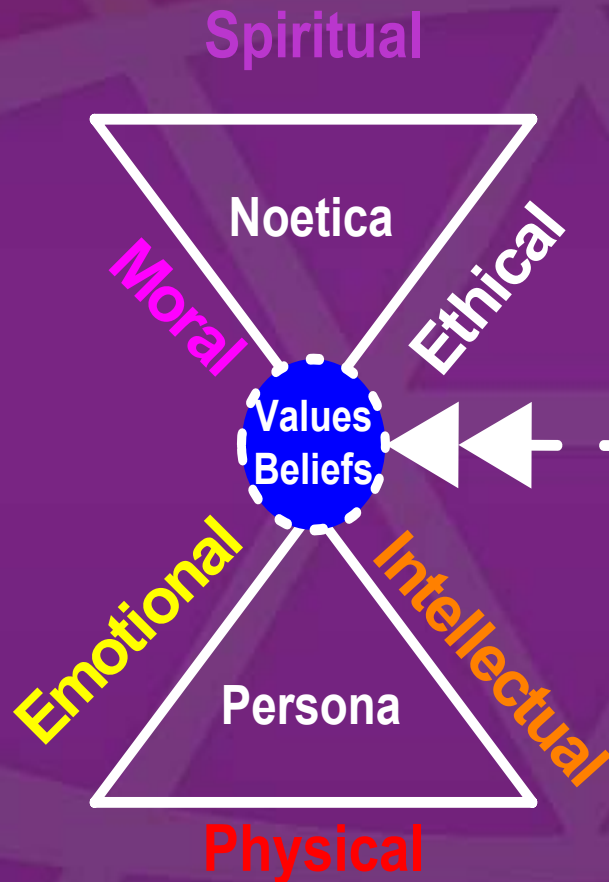
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Spiritual Destiny inspires people.

Fulfillment is a “driving force”.



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**Noetica and Persona
are linked through
Values**



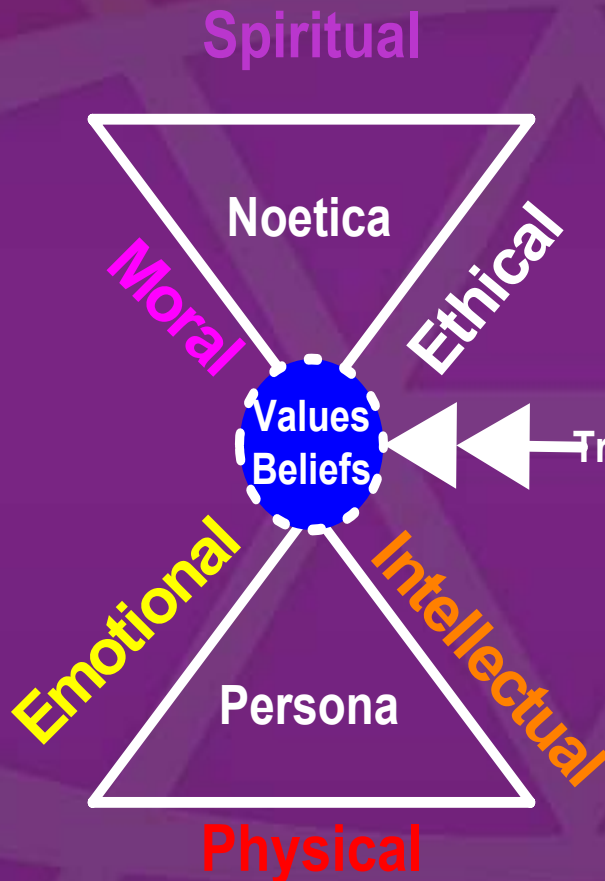
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It is through values that we build resilience, increase our happiness, cope better and enact our moral, ethical and spiritual lives and become inspired.

Also, the Soul is brought to life through values that create meaning and purpose.



Leadership Dimensions



Spiritual leadership is created here in the realm of Noetica and is created through Spiritual Destiny and Fulfilment

Transformational leadership is born here in the values realm and is can be linked to Herzberg's Motivation Factors

Transactional leadership remains here in the Hygiene realm.



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The **KEY** to real leadership is to link all realms in meaningful ways.

This means addressing
HYGIENE,
enabling
SATISFACTION
and
providing
SPIRITUAL FULFILMENT



Leadership Dimensions

This concludes the “Leadership Dimensions” presentation.

For more information you can contact

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