BECOMING A RESONANT LEADER

Resonant Leadership Defined

“When leaders drive emotions positively...they bring out everyone’s best. We call this effect resonance. When they drive emotions negatively...leaders spawn dissonance, undermining the emotional foundations that let people shine.”

Goleman et al. in *Primal Leadership*

“Resonant leaders are in tune with those around them. This results in people working in sync with each other, in tune with each others’ thoughts (what to do) and emotions (why to do it). Leaders who can create resonance are people who either intuitively understand or have worked hard to develop emotional intelligence—namely, the competencies of self-awareness, self-management, social awareness, and relationship management. They act with mental clarity, not simply following a whim or an impulse.”

Boyatzis and McKee in *Resonant Leadership*

The Three Key Elements

**Mindfulness**: the capacity to be fully aware of all that one experiences *inside the self*—body, mind, heart, spirit—and to pay full attention to what is happening *around us*—people, the natural world, our surroundings, and events.

**Hope**: an emotional state in which we feel elated about a future that seems feasible. It is accompanied by clear thoughts about what the future can be and how to get there. Leaders who demonstrate hope:

- Have dreams and aspirations and are in touch with those around them—this helps to form the desired image of the future.
- Are optimistic and believe in their ability to make change.
- See the desired future to be realistic and feasible.

**Compassion** is empathy and caring in action. The three components of compassion are:

1. Understanding and empathy for the feelings and experiences of others
2. Caring for others
3. Willingness to act on those feelings of care and empathy

Maureen Sullivan