

# DYER Global Solutions

## *THE LEADERSHIP JOURNEY: “A CALL TO ADVENTURE”*

The nature of the human experience is characterized by a dual state of being — internal and external. Internal encompasses all aspects identified as “me” — thoughts, feelings, and physical attributes. External encompasses all aspects identified as other, all that is “not me” — other beings, the natural world, and inanimate objects.

The junction where the internal and external world intersect is where an individual’s ego resides. Reality occurs at this crossroad. A journey through the heart enables one to awaken to this fundamental understanding and realize untapped collaborative potential. We can apply precepts and protocols to acknowledge those out-of-balance areas and learn to reharmonize the duality of our systemic being as an integrated whole.

Heart-Centered Leadership focuses on dedicated relationship building — making a commitment to developing a healthy intentional relationship with both self and others. Leadership evolution incorporates learning, personal development, and self-realization. On this journey, we find two fundamental components: 1) The Relational Dimension and 2) The Achievement Dimension. The former is characterized by how one interacts with themselves and the world around them. The latter is characterized by the co-creative output of those relationships.

The Relational Dimension is governed through the qualities of Mindfulness, Empathy, and Compassion. **Leading Oneself** is the first critical step towards creating open dynamic relational channels. Leaders must first look inward to establish an authentic and deeply self-honest relationship with the ego. This inner congruence enables a leader to build a self-coherent way of being and manner of interacting with the world.

This higher state of self-awareness opens the first gate on the path to the sage self. Engaging the sage self enables maximum effectiveness and capacity for **Leading Others** and building **TRUST** – the nucleus of effective sustaining leadership. As we practice and incorporate the techniques into new experiences, we reprogram our neural network’s focus on emotional mastery. This wisdom then serves as the container for creating, stabilizing, and maintaining heart-centered resonance – the key component of synergistic flow state between people and groups.

To unlock these skills, we consciously reprogram our ego using the heart-brain to guide us away from the amygdala’s self-preservative fear response: fight, flight, freeze, or fawn. Practicing this compassionate approach, allows us to create deeply intimate and enriching interpersonal relationships consisting of **Transparency, Vulnerability, Mutual Trust, Respect, and Gratitude**. These high-value relationships create a sense of support and community which echoes outward and shapes culture.

The co-creative output of the Relational Dimension is experienced in the Achievement Dimension – the next level of embodiment: **Leading In An Organization**. Specifically in this context, one matures to sense into the field of strategy, dynamic structure, process, and human resourcing. Leaders then proactively lead, manage, integrate, leverage, reflect on, and balance competencies to effectively develop deliverables to realize the organization’s desired outcomes.

In our natural state of being, humans instinctively create and produce. This tendency is encouraged and rewarded by financial incentives and social constructs, leading us to become preoccupied with personal success and egoic fulfillment. The Sage leverages a mastery of passion, conscience, and competence to govern these dynamics. This state of self-transcendence models a greater example for collective engagement and lifelong service.

**The Leadership Journey** practices how we can switch off the mind’s autopilot and shift our awareness away from the unconscious habits of our upbringing, so that each action becomes one of powerful intention. The result of this dynamic is a positive physiological effect on the entire human body; highlighted by an ability to engage the collaborative aspects of our being. Building and maintaining this state of being lies at the core of practicing open, heart-centered leadership. Leaders who embrace the authenticity of the heart have a greater potential for building and sustaining balance between the Relational and Achievement Dimensions. When embraced and practiced, this approach reliably produces impactful, high performing teams and organizations of sustained success.

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