

LEADERSHIP SERIES



A MINDSET BOOKLET



COLLECTIVE  
LEADERSHIP

LEADING CONSCIOUSLY



Kimble Greene, PhD

*Collective Leadership: Leading Consciously*

Leadership Series  
A Mindset Booklet

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Excerpt from - *Powerful Beyond Measure: The Pathway To Evolutionary Leadership*

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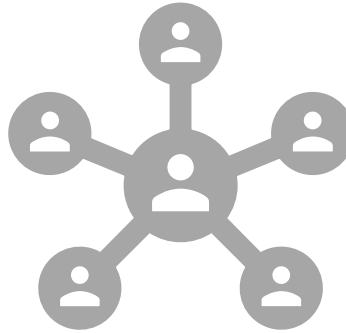
# **Collective Leadership**

*Leading Consciously*

Kimble Greene, PhD

“I often say that leadership is deeply personal and inherently collective.  
That’s a paradox that effective leaders have to embrace.”

Peter Senge



**T**he essence of every organized group is the collective energy of all the people in it. That said, it is the energy of those leading, whether formally or informally, which creates a top-down effect and heavily influences the overriding energy and development of the organization. *“In a world confused by noise, opinions, fear and chaos, people are seeking meaning, stability and leadership they can count on,”* says Danelle Delgado.

The more I used my methodology, the more I talked about the underlying philosophies, the more I wrote about the science of transformation, I began to realize what I was really teaching was self leadership. The capacity to authentically lead oneself is a prerequisite for the ability to effectively lead others, personal evolution leads to evolutionary leadership. This propelled my method from its basic beginnings in personal healing to the now global platform for evolutionary leadership. Today, *The Monarch Method™ for Evolutionary Leadership* focuses on the individual leader as the spark for evolution, unprecedented growth, and ongoing change. It is this – the extraordinary nature and energy of the individual leader in collaboration with the collective that ignites and propels the forward movement of an organized entity, incorporating along the way the accumulated energy of each of the individuals involved. Thus, both the individuals and organization engage in a process of co-creating and co-evolving.

Dr. Joe Dispenza advises, *“The future of humanity does not rest on one person, leader, or messiah with a greater consciousness to show us the way. Rather, it requires the evolution of a new collective consciousness, because it is through the acknowledgement and application of the interconnectedness of human consciousness that we can change the course of history.”* That change is chartered by evolutionary leaders showing others the pathway forward.

## **VIBRATION**

It is up to the leader to contribute to the ongoing raising of the vibration of their organization. This begins with attending to and raising your own vibration. For decades, centuries even, we’ve been taught to put others needs before our own. We’ve placed first our jobs, children, spouses, friends, finances, success, and more. We’ve lived into the expectations of our cultures, communities, families, and careers. We’ve bought into the notion that what we do to improve the lives of others is more important than improving our own lives. We’ve sold out to the standards and expectations of everyone else, leaving our own health (physical, mental, emotional) and wellbeing last in line for salvation. I’m as guilty as the next person of putting my own wellbeing and wishes behind the people and expectations in my company. That era of others before self is coming to a close. In fact, it’s neither before nor after, it’s collective care and mutual empowerment.

Team building activities, communication, enhancement, and other tools that create cohesiveness, shared concepts, etc. are important and valuable. However, these are not the first steps toward evolutionary leadership or transformational organizational development. The first steps involve a shift in self value and a change in personal perspective. The basic steps involve the development of:

- Self value and honor
- Inner sources – intuition, inner knowing, imagination, higher intelligence
- Collaboration – trust, respect
- Higher nature – connection, oneness

Additionally, the times when I have led most successfully occurred when the aspects below were front and center, 1. Inspired by something I was passionate about and, 2. Aligned with my self-worth. Evolutionary leadership comes with mastery of one’s whole self – mind, body, emotions, spirit. Live through your work - don’t work through your life.

*“Leadership is not about titles, positions, or flow charts. It is about one life influencing another”*, emphasizes John C. Maxwell. Those you lead count on your wisdom, authenticity, vulnerability, and confidence as they seek to serve their employer and

themselves. Your belief in yourself catalyzes your belief in them which is the foundation for loyalty and service. When you believe in them, they dedicate themselves to supporting and contributing to you, your company, and your shared success. Not only do you need to discover your power, so do each of the people you employ. For you to be a success, everyone supporting your mission must also feel successful. Because the essence of every organization is energy, each individual contributes to the overall vibration of that organization.

This is the time to serve yourself, so you have enough to serve the rest. It's not about being selfish or self-centered, in fact those perspectives are also draining. It is about creating balance in your world by recognizing your importance and significance as part of the fabric of life, of the organization. You are important, and your contributions make a difference, the world needs you. This new era is all about compassion and transformation and you're first in line to receive and give – after all, you cannot give away what you do not possess. With all the talk about heart-centered leadership and living, it's your heart that needs to be whole and full first. It's time to raise your vibration so you have enough left over to help raise the vibration of those around you - your loved ones, your community, your co-workers, your planet.

Service and contribution are important so begin with serving yourself and contributing to your own well, filling it so full you overflow with creativity, thought, emotion, compassion, consciousness, leadership, and service for the rest. Welcome to the Age of You!

## **ELEMENTS**

True evolutionary leadership begins with self leadership, the ability to honor, fulfill, and empower one self from within. Outside-in living and leadership equals surviving - inside-out living and leading equals thriving. As philosopher and global leader Maya Angelou states, *“The question is not how to survive, but how to thrive with passion, compassion, humor and style .”*

There's a significant biological difference between surviving and thriving – physiologically and psychologically. Both states – surviving and thriving – have purpose and value. The survival state, which is where many people live and don't realize it, activates a hyper elevated state of awareness to what the body thinks is a threat to its survival. When your body goes into survival mode it raises the intensity on many levels - chemically, energetically, hormonally, emotionally, and more. The human body is designed to activate this state in rare, short-term situations. Yet in today's culture, this elevated, energy drawing state is common as we deal with more stress, competition, expectations, fear, anxiety, pressure, and more. When this survival state is maintained for long periods of time or

indefinitely, it begins to deplete you, hindering your ability to maintain health, cognitive functioning, emotional stability, balanced energy fields, and an overall state of well-being.

While both surviving and thriving serve a vital purpose, humans are designed to live in a state of thriving. Thriving is a state of balanced and regulated physical and psychological functioning, utilizing its limitless capacities for living, growing, and expanding to support ongoing evolution of the individual and the species. Biologically this is a state of rest and regeneration (a balanced homeostatic response originating in the parasympathetic nervous system) as opposed to fight, flight, or freeze (acute stress response originating in the sympathetic nervous system).

There are 6 primary character elements for thriving as an evolutionary leader: Presence, Intuition, Acceptance, Whole health, Grace, and Real Power.

*Presence* – Being present means to have an awareness of the things going on within and around you. It means being conscious of what you’re thinking and feeling so you can respond rather than react. It means ‘seeing’ beyond the reactions of others, beneath the sometimes-offensive behavior into the soul of the person so you can discern their intention and value as an employee. It’s often said about influential leaders they have a ‘powerful presence’. That’s because when they show up, they are present and operating from the inside-out, from their point of power. This perspective empowers others, offering an invitation to collaborate, produce, propose, contribute, share, and connect. It is not forcible or controlling, it is allowing and cooperative. It is not arrogant or judgmental, it is generous, humble, and accepting.

An evolutionary leader maintains a powerful presence even when he/she stumbles and falls, screws up, or fails. This leader also creates space for others to do the same. *“Presence is more than just being there.”* (Malcom Forbes)

Being seen, for who you really are at your core, is one of the most essential aspects of living a harmonious, well balanced, and success filled life. And yet, being seen can also be one of the most daunting experiences. That’s why we wear masks. We have been led to believe that wearing a mask or avoiding being seen beneath the autocratic leadership persona keeps us safe from failure, disgrace, hurt, and other distress. This is an illusion. First, it’s nearly impossible to keep from feeling hurtful emotions. Whether we are authentic or not, emotional pain is simply part of the human journey. Second, without hurt along with other challenges and struggles, growth stagnates.

How often have you said or done something and then thought, “Why did I say/do that? That’s not really me, I’m not like that.” With such huge expectations in society for success, appearance, status and so on, it’s hard not to want to put our best self forward and even, in some cases, make up a self. At the time, it seems like this will eliminate the judgment, increase the likelihood for acceptance and success while making the road to meeting expectations easier. Well, it doesn’t. When you are inauthentic, even just a little bit, you

create an inner imbalance that grows with each ‘mask’ you add on top. More importantly, you deprive the world from the unique, important, gifted, and special being you are underneath that mask.

The key is not so much in avoiding hurt or vulnerability, it’s in creating an inner foundation that is so self valuing and stable that when hurt or struggle comes your way, you are able to move through it without being run over by it like a freight train. It takes courage to be vulnerable. In one of my favorite movies, *Avatar*, instead of greeting one another with ‘Hi’ or ‘Hello’ the Avatar’s say, ‘I See You’ - honoring and intimidating at the same time! The world needs you in your truest form – you need you in your truest form. So, nurture grace, embrace your imperfections, and step into Real Power!

Being present also allows you the full use of your sensory capacities including; intelligence, intuition, inner knowing, extrasensory perception, cellular memory, imagination, and critical thinking to name a few along with your physical senses; sight, sound, touch, taste, smell. Being present creates the space or small gaps in time, to consciously choose how to respond to every moment rather than reacting from a semi-conscious heightened physical state which translated by your body is stress/fear.

When you are conscious or fully aware of what is going on within and around you and operating from trust and power instead of fear and control you have shifted from surviving to thriving. When you are semi-conscious and not particularly present, you’re in survival mode which means you’re in a heightened state of ‘stress’ biologically. Dr. Joe Dispenza explains, *“When we are in survival mode, we automatically become materialists, defining reality with our [physical] senses: by what we see, hear, smell, feel and taste. We also narrow our focus and put all our attention on matter – on our bodies existing in a particular space and time.”*

Being conscious or present without fear shifts you out of survival mode and into thriving mode. This allows you to shift beyond your physical body and into your metaphysical essence which contains higher awareness’s such as intuition along with emotional, spiritual, cellular, and energetic intelligence. It is in this state of presence that you shift from ordinary to extraordinary, from natural to supernatural, from normal to paranormal and, from common to uncommon.

Being present also provides you the platform for creativity and many layers of connection beyond what you typically experience in a semi-conscious state. So, give your self the gift of presence and begin living in a constant state of grace!

You are enough just as you are and have been since birth. The world needs...in fact, the world deserves YOU, in your most genuine form. So, show up as YOU and remember you are amazing just as you are!

*Intuition* – *“Intuition will tell the thinking mind where to look next.”* (Jonas Salk) Trusting your intuition is the key to maximizing potential and opportunity. Most of us are taught we



have 5 senses: touch, taste, smell, hearing and vision. What we are typically not taught is we have a 6<sup>th</sup> sense - the strongest, most essential sense – Intuition. Your intuition is a direct line to Source, the pathway by which you have access to all the knowing, understanding, support, and wisdom existing in the cosmic realm and in each of us. Intuition is the uncanny sense which tells us, when we have no other external source for this knowledge, of events, outcomes, directions, or information. It is your intuition that guides you in the direction leading to your own and the world's highest good.

Fortunately, intuition is not something you have to attain, learn, bargain for, or accomplish. Like your other 5 senses, intuition is your birthright and a sense which you have been using, on some level, your whole life, perhaps without even realizing it. For example, how many times have you sensed who is on the phone before you pick it up, or what event to attend or job to take for that chance encounter, or when a loved one is troubled or in danger? Since there is no such thing a coincidence (which implies hapless encounters), it is your intuition, this link to universal wisdom and knowledge, guiding you along your way. And like any sense or skill, it becomes more reliable and clearer as you use it, it simply needs to be fine-tuned, to be exercised and utilized regularly. To do this, there are many practices which strengthen your connection to your intuition. Some of these include spending time in nature, creative expression, exercise, yoga, meditation, reading topic related books, spiritual guidance, holistic therapies, following your passion, and many more. So, take that leap of faith and begin to explore those sources within like intuition and power that will pave the way to evolutionary leadership.

*Acceptance* – As a leader you are faced with a broad scope of people, situations, challenges, and opportunities. Your openness to seeing beyond the surface and reading between the lines is what facilitates success. “*Where you stumble, there your treasure lies.*” (Joseph Campbell) Acceptance simply means to view what is happening within or around you as part of the fabric of universal events. These happenings, whether they are internal or external, simply are. The saying ‘It is what it is’ comes to mind. Acceptance implies you acknowledge ‘what is’ without judgment or ownership. It doesn’t mean you must condone, excuse, like, or have any feelings about what is. Acceptance in no way requires you approve of something. It is simply the acknowledgement that what exists is a part of your journey and an opportunity for expansion.

This concept of acceptance is crucial to your leadership, growth, and success. There is a misconception that being a leader means you don’t feel fear, sadness, anger, resentment, envy, and other so-called “negative” or undesirable feelings. That is not so. It is human to have these feelings and accepting that these thoughts and feelings exist doesn’t detract from your value, your leadership, or your evolution. In fact, the very act of acceptance is evolved in and of itself. To accept you have undesirable human thoughts and feelings, without

impulsively acting on them is quite evolved and enlightened – it is one of the qualities of the evolutionary leader.

You are human after all and the broad scope of feelings and thoughts with which you've been endowed are part of your humanness. Having them doesn't make you less/more human or less/more evolved. Having them makes you whole. If, when, and how you choose to act upon those thoughts and feelings becomes the defining factor. To be self-aware means you can fully accept your humanness along with your imperfections and choose to respond to your own thoughts and feelings from a point of personal power, trusting that everything unfolding offers clarity and opportunity. Accept and then move in the direction which best supports you, your team, or your organization.

Acceptance is not just for the things and circumstances you deem favorable or good. Acceptance is being appreciative for life – your whole life and everything in it. Regardless of how you judge it, everything in your life is an opportunity for you to grow and evolve. Everything in your life has meaning, purpose, and value, both the pleasant and the not-so-pleasant. The Universe has no concept of judgment, of good or bad. The Universe simply is. Every thing, every circumstance has value and is presented for a reason, perhaps multiple reasons. You may not understand or be aware of those reasons, but that doesn't mean they don't have purpose. They do. This is what trust is – your belief in that which is not always visible, obvious, or apparent. Trust is embracing the richness of your entire experience on this planet. Trust is believing in yourself and in that which you cannot see – believing and accepting there is a reason for all things and experiences.

*Whole Health* – Many would not equate evolutionary leadership with good physical and emotional health. Even fewer would equate whole-being health with excellence in leadership. The underlying reason for personal and professional dissatisfaction, failure to realize dreams, falling short of achieving goals, and epidemic ill health is the disproportionate focus on the physical and mental aspects of our selves – mind and body. Human beings are not two-dimensional, they are four-dimensional - mind, body, emotions, and spirit.

A 4-dimensional person requires a multi-dimensional approach, beginning within and working outward. External manipulation and outside-in tactics (prescriptions/pharmaceuticals, diets, quick-fixes, more money, promotions, new relationships, etc.) alone do not independently create sustainable wellbeing – physical or psychological. And outside-in tactics, while sometimes relieving 'symptoms', do not typically result in long-term wellbeing and balance. Inside out approaches elicit sustainable health, growth, personal power, creativity, inspiration, and goal achievement. People experience inner and outer transformation, optimal health and wellbeing, success, and true vitality from the inside-out, not the outside-in.

The problems that continue to plague you are not necessarily with the products, therapies, or programs available. As a matter of fact, most of these resources are potentially effective. It is the underlying inner barriers or obsolete core beliefs along with 2-dimensional tactics that prevent you from effectively getting to and sustaining health, wellbeing, personal success, and evolutionary leadership.

You are a 4-dimensional being - mind, body, emotions, and spirit. Everything you do and experience influences all 4 aspects of you. That's why the path to sustainable healing, growth, change, and transformation must be multidimensional. This includes physical, nutritional, professional, personal, mental, spiritual, environmental, emotional, social, relational, and lifestyle elements. Holistic means the 'whole' of a person or approach. Multi-dimensional approaches contribute to the balance, harmony, health, wellbeing and expansion of you as a multi-dimensional being. *"Thus every matter, if it is to be done well, calls for the attention of the whole person."* (Martin Cuther) Honor ALL of who you are.

Grace – Like faith and trust, grace is easier to practice when things are going well. The challenge arises when the going gets tough, personally and as a leader. *"I will hold myself to a standard of G.R.A.C.E., not perfection."* (unknown) A state of grace represents:



Recently, I had another opportunity to practice grace in the face of adversity. Did I want to lash out at first? Yes! My feelings were hurt, and my ego bruised. It usually takes about 24 hours for my emotions settle. I've learned - the hard way - not to react by making rash decisions or blasting off any crazy-pants emails during that cooling off period. A day later, when rationality returns, the choice to respond with grace rises to the surface. The beauty of it is – grace always pays off! So, why do I put myself through the roller coaster of reactions before choosing grace? It's simple, I'm human and imperfect.

Each of us differs in the time it takes to shift from reaction to response. Reaction is often erratically emotional and sometimes volatile whereas a response is usually mindful and

lucid. And for every one of us, grace shows up in its own special way. If time allows, refrain from ‘reacting’ and ride out the wave of emotion. When you regain inner balance and composure, the opportunity to ‘respond’ - with grace - will become evident, flowing forth naturally from your heart. Wear your grace.

*Real Power* – Grace, imperfection, and real power are inextricably linked. Where there is authentic power (a constant that lives within you) there is unquestionable grace and natural imperfection. It’s simple, developing the combination of the five previous qualities - Presence, Intuition, Acceptance, Whole health, Grace – leads to real power. “*The true foundation of our personal and corporate life however is spiritual and we don’t come close to even toughing it. That is where the real power and permanence is. The real force for change lies in our spirit, not in our strategies or systems*”, says Ian Percy in *Going Deep*.

Dr. Kimble Greene has been transforming lives and empowering leaders for 35+ years. She holds a PhD in Psychology and expertise in agency administration, strategic consulting, and personal/leadership development. Kimble is internationally acclaimed for her game-changing approach to personal transformation and evolutionary leadership - *The Monarch Method*<sup>™</sup>. Kimble’s globally recognized method along with her groundbreaking philosophies (The Catalyst Factor) are a unique blend of psychology, neuroscience, epigenetics, and quantum physics that takes her clients on an enriching journey of self-evolution and empowerment. Kimble’s approaches, her expertise, and unassuming style makes her unique work with individuals and leaders transformative. She is the author of several books including the Amazon #1 bestseller - *You Are Not Broken*; *The Power to Thrive: When surviving is no longer enough*; *Powerful Beyond Measure: The pathway to evolutionary leadership*; *One: Embracing Life & Illuminating Your Spirit*; and *The Monarch Method*<sup>™</sup> 6-book series.