GSA BUSINESS
THE BUSINESS JOURNAL FOR GREENVILLE, SPARTANBURG & ANDERSON
www.gsabusiness.com

Seidler: know the truth about yourself

GSA Daily Staff Report
Published April 29, 2010

Nationally recognized consultant Margaret Seidler told attendees at this morning's GSA Business Power Breakfast Series event to get to know the truth about themselves in order to become more effective leaders.

Motivational values – the defining beliefs, principles and standards we choose to live by – come in pairs, so leaders should get know their strengths and preferences and learn where they need to improve. Leaders strong in structure, for example, must learn to be flexible too. They must balance logic and creativity, confidence and humility, or swift decision making and mindful decision making, she said. Seidler calls this the "Power of And."

If polarity is ignored, a leader's strengths can become her weaknesses, Seidler said. Leaders must remain committed to their core values, while being willing to change with the times, she said.

Leaders also must understand the natural paradox of leadership and be able to recognize something that appears contradictory but may be true, Seidler said. Strong leaders gain power by sharing power, for example. They avoid blame by taking blame. They take time to save time.

Seidler is a nationally recognized organization development consultant, trainer and author of "Power Surge: A Conduit for Enlightened Leadership." Central to her work is polarity management, a set of principles and methods to guide people in tapping the power of "both/and" thinking. Seidler teaches leaders to hold two different points of view simultaneously to maneuver complexity and ambiguity.

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