

# THE COACHING HUB

## *Podcast Episode 18 - How to be a good leader*

All of us would love to say that we are great leaders. But for me a great leader is somebody that learns, a great leader is somebody who actually has the authenticity, is tapping into the time and the place and say that I have work to do and I'm still doing that work. I'm not the finished article, I'm the person that wants to be the very best that I can.

Hello, welcome to Conversations to Help You Thrive with me your host, Ruth Kudzi. I am super excited to have you here. This is a place where we're going to challenge you to think differently, to have those difficult conversations both with yourself and with others so that you can thrive in your life, in your career and in your business.

Imagine that there's somebody in front of you and they are magnetic. Not only are they magnetic, they are leading in a way that makes you want to follow them. What do they have? Well, this is the thing, that if we want to really be a leader we need to step up with powerful self-leadership as a first. Leadership is not about what we tell others to do, it is an inside job. The most powerful, compassionate and authentic leaders are not those who shout the loudest although they may be like me and they may be loud. They are people that practice leadership mastery and self-leadership first.

And this is what I really want to talk to you about today because this has been part of my journey. And I would say it is much easier to step into leading others without connecting to you as a leader of yourself. And when you do that, it's much harder, and it honestly it's harder to lead others unless we are leading ourselves.

How do I know this? Oh my gosh, I have learned this the hard way both in my career, I've been in leadership roles since I was in my mid-20s and in running a business and showing up and leading in communities. There have been times in both of these instances, if I'm honest, across all of my careers and in my coaching business, not in my training business which is interesting, where for whatever reason I have not demonstrated the self-leadership that I need to demonstrate to hold the space for others to follow me.

And this is what I see as really good leadership. It isn't about us standing at the front being the guru, it's about us creating spaces and opportunities for other people to stand up, lead themselves with power and lead others with power, and this is really about having some very difficult conversations with yourself. I have been there, I have been there this year, I will be completely honest in 2020 where I have realized that I am not stepping into my true purpose and that I am not leading from the heart in all cases.

And I have been faced with taking that on and doing the inner work for myself. That means that I am now energetically showing up as a leader that I want to be. And I am now energetically doing that, which is giving my clients the space to step up as the leaders that they need to be. And it means that not only am I holding space which is a lot clearer and cleaner and energetically is a better space to be in, but I'm also enabling my clients to hold that space for that client.

This is about understanding your purpose but it's also about having some really difficult conversations. And for me, the big aha moments were when I let people come into my space and do things that were not energetically aligned with me and my values and what I stood for because my fear of rejection is too hard. And it is a very vulnerable podcast. It's one because all of us would love to say that we are great leaders, but for me a great leader is somebody that learns, a great leader is somebody who actually has the authenticity, is tapping into the time and the place and say that I have work to do and I'm still doing that work. I'm not the finished article, I'm the person that wants to be the very best that I can. And that means that I make mistakes and that means that I need to love those mistakes.

And maybe those mistakes that are a 1% or 2% difference in the space that I hold, but I am prepared to do everything it takes to make that difference for my clients and for myself. And that's where I am. And as I said, the reason that sometimes I haven't stepped into that leadership has been because of fear of rejection. Because I have felt that I need to have confrontation from people and I haven't always stepped in and said, "Actually, this is not okay." And by doing that by not holding others to account I've diminished my leadership, I have diminished my impact.

Now I'm talking about nuance stuff that some people might not notice, but I notice. I notice the way that sometimes I have allowed people to come into my space and act in a way which is not in keeping with my values. I notice, but I didn't act, and that for me was a big wake up call around self-leadership. Because for me and for my clients, I want to be acting on those nuances to make sure that I'm able to hold a clean, energetic space where people can really step into their purpose because they see me doing it.

And this is about self-leadership. It's about success habits, it's about modeling what I expect, it's about being very clear on boundaries. All of these are things that are coming more and more into everything that I do. I'm resetting the containers I manage, I'm

resetting my paradigms, I'm resetting what is normal. Because if my client can see that I take leadership seriously and I take them and the communities that I manage seriously then everything changes.

I want you to reflect on your leadership. I want you to be honest with yourself, what could you do better? What could you do differently? What could you lean into? Why have you been afraid to go? That feeling of fear and being afraid will lead you there. What haven't you addressed? Again, what we haven't done is a big sign to what we need to do. And what do you want to grow into and develop in your leadership that will bring others with you? We can all do this, it is a process.

My current masterminders and my future masterminders are now benefiting from a more aligned and recent growth. Does that mean that my old ones didn't? They got results, but honestly, was I the best that I could always be? No, not always. Could I get better? Yes, and this is the thing you. It is about moving from where we are to where we want to be and taking radical ownership of everything that we've done, and everything that we've learned, and anything that we have made a mistake on and using all of that to get better.

This is my challenge to you and this is exactly what I am going through right now, stepping up, shedding those things that are no longer serving me. Getting clear on my boundaries energetically and realizing to be the leader I need to be, I need to step more into my purpose and I need to lead with authenticity and true self-leadership. I would love to know what this means for you.

Thank you for tuning in to Conversations to Help You Thrive with me, Ruth Kudzi. I hope that you have enjoyed this podcast. If you have, please remember to give it a rating and to share it with others. I would love you to continue the conversation over in my Facebook group, it's called The Coaching Community with Kudzi. I would love to see you there.

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