

# Karen Mathews & Associates Newsletter

## Intentional Leadership -- Inspiration

July 2007

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**Karen Mathews and Associates can help.**

Is your business ready for better results? Contact Karen Mathews & Associates to find out how we can help take your leadership and company to the next level. Call 408-988-2361 or email us by [clicking here.](#)

[www.karenmathews.com](http://www.karenmathews.com)

This newsletter is devoted to Inspiration - that which keeps us and our organization going. As leaders, we are called to carry the torch of Inspiration for all who will follow to illuminate, inform and guide. It is from this fire that people are inspired and motivated in behalf of our vision to move forward.

"Never doubt that a small group of thoughtful committed citizens can change the world. Indeed, it is the only thing that ever has."  
--Margaret Mead

### • Intentional Inspiration (Read Time: 4 minutes)

Inspiration- what is the spark that ignites it? I believe it is our passion for the work we do or for the deliverable of the organization that work within. Often times we as leaders are in the squeeze of the problems, that's what we get paid the big bucks for, right? Yet, we cannot allow the daily grind to undermine our purpose and the biggest contribution we make to our organizations - our inspiration. It is what gives light and credence to our vision and by which we inspire others.

It is only through the passion to attain our goals to make life better or make people happy or safe or realize their potential or \_\_\_\_\_(fill in the blank) can we fully aspire to what any leader's purpose is - to primarily motivate and create the culture. If the culture and environment are inspiring employees feel more inspired and consequently have a different level of motivation. The work takes on a new dimension and feels worthy of their time and energies rather than just working for a paycheck. It can take on the quality of pleasure rather than drudgery.

Consider what kind of attitude you want employees to have who are working with your customers. Do you want them to be happily engaged or indifferent when serving your customer? Southwest Airlines only hires and keeps people who want to have fun at work so they will help their customers have the same experience.

deadly because it will kill motivation and innovation. Most people will stop caring. I have heard it many times - "If my boss doesn't care, why should I?" People are constantly evaluating our behaviors for fitting in and for appropriate behavior. They make decisions about how to act accordingly.

This dispirited trend can, however, be quickly turned around. If you're still walking around and not considering retiring, there is hope to reconnect to your passion. The first step is to identify your passion; then, it is to notice the way you're thinking and feeling about your work. Most likely a lack of passion, the underpinning of inspiration, stems from one or more factors. If you're feeling a lack of passion I invite you to consider:

- Do you know what you're passionate about?
- Did you give up on your passion?
- Are you looking at your job from an angle in which you can contribute in a meaningful way?
- Are you comparing yourself to some unreasonable standard?
- Do you have a new passion interest?
- Are you in burn-out?

Burn out is problematic because it happens when we're not making or achieving the goals in the time we allocated; and we don't have wins as evidence that we are successful. If we feel that we are in a no-win situation with those who are "bullet proof", then it will lead to burn out and a sense of impotency in our role. No one can continue feeling defeated, overworked and under appreciated and sustain a passion for something. It doesn't happen. But you can evaluate yourself for burnout and take steps to correct it by building in wins and create a more balanced schedule. Get the help you need, set realistic goals and get more work-life balance. When you step out of burn-out, you can reconnect to your passion which will ignite your inspiration and inspire your followers to achieve excellence.

It just might be time to take on a new role or re-evaluate your responsibilities. After all, courage and strategic risk taking are other leadership behaviors to practice. Why not do it for you, then for the organization?

Want to learn how to become inspired and inspiring? Do you want your leadership team to have "fire in the belly"? Are you ready to break away from the mediocre or need a different perspective to achieve more of your potential? Give Karen Mathews & Associates a call at 408-988-2361 or email us at [info@karenmathews.com](mailto:info@karenmathews.com).

[See www.karenmathews.com](http://www.karenmathews.com)

- **Invitation to the Next Trust Building Workshop**

TRUST BUILDING WITH STAKEHOLDERS IN MIND - a skill building workshop  
Second in the Trust in the Workplace series

**"Trust is a common currency, universally understood and valued. People respond better to those they trust . . . This matters if you are trying to achieve anything."**

Sally Bibb & Jeremy Kourdi, Trust Matters: For organizational and personal success

Organizations exist to accomplish goals that individuals cannot accomplish alone. At the most basic level, this means that effective relationships are critical to organizational effectiveness and performance. Those relationships involve a variety of stakeholders-people who are influenced by and/or who can influence your work (customers/clients, vendors, donors, staff etc.). Productive stakeholder relationships require trust. You can learn how to build it or recover it!

Get the information you need to grow relationship assets and/or deal with challenging people who are important to your work. This workshop will help you to:

- Build more productive stakeholder relationships
- Avoid costly mistakes
- Retain customers/clients
- Overcome challenges with key stakeholders (e.g., suppliers, funders)
- Increase stakeholder confidence in your organization

**When:** Tuesday August 21 7:30 - 10:00 am.  
A continental breakfast will be served.

**Where:** Silicon Valley Capital Club, 50 West San Fernando, 17th floor, San Jose

**Cost:** \$75 per workshop.

The third workshop in this series, "Trust Building for Leaders," is scheduled September 21. The first workshop is "Trust Building for Teams." We are available to present any of these workshops to your group or organization.

Contact us for further information.

**SPACE IS LIMITED SO ACT NOW!**

**Presented by: Mary Hiland, Ph.D. and Karen Mathews, MA**

Together Mary and Karen bring over sixty years of experience in executive leadership in for profit and nonprofit organizations. They are experienced organizational consultants and coaches. They are speakers and workshop providers for a variety of nonprofit and private sector organizations. Their graduate education is in organizational development and they each teach in local universities. Both serve on Board of Directors including NAWBO-SV and the San Jose Rotary Club Endowment. Learn more at: [www.karenmathews.com](http://www.karenmathews.com) and [www.hiland-assoc.com](http://www.hiland-assoc.com)

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• **Inspiration at Work (Read time: 2 minutes)**

So what does inspiration look like? It really is a feeling that we have and then act from. Beauty is inspiring, as is nature, lovely music and poetry. All of these things that can be man-made or found in the world can incite a deep feeling of inspiration. When we're inspired, we act from that depth of spirit that is creative and expressive of our true nature. If you have ever heard a truly stirring speech, such as "I Have a Dream" by Martin Luther King, Jr. or "Ask Not What Your Country Can Do For You" by JFK, you have good examples of how inspired leadership can inspire people to do what they might otherwise not want to do or attempt.

Inspiration is about something bigger than the leader and a call to action for the greater good. It is not borne out of personal agendas and egos, but for a purpose for everyone's benefit. In this time of fierce competition for customers and clients and resources what is needed is inspired leadership. The leaders who have enough passion to carry them and their followers through uncertainty to achievement are those who have the competitive edge.

Look for our August newsletter.

[For more information about Karen Mathews &](#)

[Associates, contact info@karenmathews.com](mailto:info@karenmathews.com)