

# The Impossible, the Creative, and the Inner Realm

By Di Percy

*Are you a leader or an elder facing a huge mountain to climb; committed to the task but wondering how on earth you'll get there? Are you willing to find a way for your organization or community to succeed and make a difference? Do you have the awareness, courage and the will to stay fully committed and on purpose?*

It can be a long hard road of trials. They only become adventures afterwards in retelling the story.

More and more leaders and elders are attending to their inner world equally the outer, everyday world in order to meet the rigors, intensity and transformation that leadership and wisdom calls for.

*Unpredictability* is the main concern of global CEOs according to recent IBM research and it is an inescapable aspect of leadership. Unpredictability brings uncertainty, tension, relevant data paucity or overload, deferral, hit and miss decisions, or all of the above. All are part of the complexity and dilemmas facing contemporary leaders.

There is every indication these conditions will continue and become compounded. They call for new world leadership capacities.

Leaders who have performed well in the leadership task on multiple levels (financial, stakeholder engagement, strategic, cultural, environmental etc), all did various things. Most specifically, they built a high trust, committed and aligned leadership team. As part of the team development, a major capacity was attended to and cultivated – the capacity of ‘mindfulness’ or attending to the inner realm.

Why? Because resources in the external world weren't enough. Because they needed to grow. Because they wanted to find their own innate wisdom. Because innovative thoughts arose that needed consideration and development. Because inner work generates creativity. And because by taking time out to go in, they found

they were better and clearer.

## **Dual Meaning of the Inner Realm**

The inner realm refers to the personal inner realm of the leader as well as the inner realm shared within the circle of your leadership team and community colleagues. In each case the content that is explored differs, but the intent is shared. The intent is to *rise above merely coping, surviving and striving, to succeeding.*

Then go beyond that, to creating, innovating.

Creativity naturally emerges from the inner realm. New ideas and vistas open up for leaders and achieving their leadership task. Sometimes the way to do the impossible is found.

I've seen leaders move mountains to turn around a failing company. The same with elders and their community or clan. It takes dedicated inner work to face up to a brutal reality and truth, including sometimes parting ways with someone who has been close. For instance, one of the leadership team in a big company was regarded as the star performer; but he was also the cause of stalemates and much tension. Parting ways turned out to be the right decision, with everyone freed up, happier and a hundred times more effective. The star performer started his own company and has not looked back. The corporation increased its revenue by over \$250 million and re-established itself as an icon in the market.

When leaders and elders access the full force of their inner realm for the purpose of the achievement of their task and the good of all, then *creativity* emerges. The tough decisions become clear.

What is more, the impossible can get done.

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