

LYSSA ADKINS

#future-fit leaders

CONSCIOUSLY CHOOSE
FROM THE FULL ARRAY OF
MASCULINE AND FEMININE
LEADERSHIP ENERGIES

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Healing the MASCULINE-FEMININE SEPARATION

The book [Regenerative Leadership](#) introduces four key separations in our mental model of the world that were foundational notions of the industrial era. This “story of separation” explains a world view that allows leaders, like you and me, to rationalize the damage we do to one another and to our environment through the business decisions we make. The separation we are looking at now is masculine over feminine.

If we do that little trick of replacing *over* with *and*, we get a whole new thing: masculine *and* feminine. In my work, I see that the healing of this separation is taking place, albeit slowly. The leaders we need in the future, and the ones we already desperately need, will have fully healed this separation and will have at their disposal the best of both. This means that every moment can be a choice instead of a habit born from unconscious conditioning.

EXPLORING LEADERSHIP ENERGIES IN PROBLEM- SOLVING

One way I work with these leadership energies is to help leaders choose which to “come from” as they work on a difficult problem, get ready for an important meeting, or prepare for a dicey conversation. Let’s say you are working on a difficult problem. You have been working on this problem for a while. You have tried implementing your best ideas. When they didn’t work, you consulted the experts and adopted their approaches, but still the problem persisted. You involved the best people in the organization and things did change based on what they tried, but the situation has not gotten better overall. The problem still persists. I would say to you, “How about we try a totally different way?” We would then identify the leadership energy you have been coming from as you have been working on this problem. Let’s say that energy has qualities of being forceful, focused, and intense. These are leadership energies that come from the masculine side of the street. I would ask you, “When you come from that energy, what can you see about the problem?” You’ll tell me the things you have been telling me: “The problem is intractable. I’ve tried everything. I don’t know what to do. In fact, no one knows what to do.”



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DISCOVERING

LEADERSHIP THROUGH FEMININE ENERGIES

I say, “Let’s look at some other possibilities.” We then explore a few other leadership energies from the feminine side of the street. Perhaps beauty, patience or subtlety. You pick beauty to start with. First, I help you discover the leadership energy of beauty itself. You remember times you have encountered beauty, you remember what it’s like to see through the eyes of beauty and you rediscover the strengths that come with beauty. I’m guiding you each step of the way and it is easy to step into this leadership energy. Now we turn our attention to the problem, but this time your “come from” place is beauty. I ask, “Coming from beauty, what can you see about the problem?” Your answer is very different this time. You say, “I can see that there are parts of this that are beautiful as they are, even though I don’t prefer them. I can see that we get ourselves into one beautiful mess after another, and this problem is just one of them. The messes are beautiful because they are so intricate. They’re interesting in a way I hadn’t appreciated before. There’s more here than meets the eye.”

Expanding Perception Through Leadership Energies

We do this same thing with patience and subtlety. We explore each of these leadership energies and then ask, “Coming from this energy, what can you see about the problem?” Each time, you see aspects of the problem you didn’t see before. You see new things, but not just new things. You see whole new categories of things. Your mind opens, becoming freer and able to receive all kinds of new information. Now it’s time to move to action. I ask, “Which of these leadership energies seems like it’s most useful to you right now?” You pick beauty. “Coming from beauty, what might you do?” You say, “Coming from beauty, we could preserve the aspects that are beautiful in themselves, the parts of the problem that have already resisted our attempts to change them and maybe don’t need to be changed.”

Now the ideas start flowing. I help you keep the ideas rolling in. You even come up with some that seem outlandish at first but you’re excited about them because you can see the seeds of a brand new approach inside. We end the conversation with you choosing one new thing you will try based on your list of possibilities. You turn to me with a huge smile on your face. It feels like we have been riding a natural high. You are so energized. You feel ready to go. You can’t wait to implement your idea. You look at the clock. You can’t believe it, but only 20 minutes have passed. This whole process has taken only 20 minutes! You think, ‘Now that is efficient.’

CHOOSING THE RIGHT LEADERSHIP ENERGY FOR THE MOMENT

This is just one way to activate the full array of leadership energies. Another way is to consciously choose a resourceful energy prior to a meeting or important interaction. What will serve you and the situation best if you “come from” that energy during the meeting? Is it cooperation? Or is it time for direction? Is it best if you activate the energy of intuition? Or order? You can find a list of the feminine and masculine leadership energies I adapted from [Shakti Leadership](#) below. Maybe you print out these lists and put them on your refrigerator so you become familiar with them, especially the feminine energies which have been marginalized and are just now regaining their rightful place as powerful leadership qualities.

Liberating Leadership Through Conscious Choice

This is like a “choose your own adventure” story from here on out because you have lots of options. That's the whole point. You have options because you have access to all of the leadership energies. All of the best of stability and focus and all of the best of inclusivity and regeneration and many more.

This gives you the ability to make choices freely and consciously...to liberate yourself from the habit of coming from the same old leadership energies that may not be the most resourceful or powerful. This key ability helps you be future fit; able to face and address challenges from a future that none of us can predict, but that we know will be eventful.

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FEMININE LEADERSHIP ENERGIES

Healthy

Intuition Affection Vitality
Adaptability Patience Empathy
Flow Harmony Receptivity Shadow/depth Beauty
Surrender Vulnerability Gentleness Nurturing Sensuality
Creativity Subtlety Regenerative Inclusion Openness
Cooperation Sharing Wholeness Trust

Unhealthy

Needy Manipulative
Irrational Exploited
Dependent Smothering
Unfocused Weak
Overly Sentimental

MASCULINE LEADERSHIP ENERGIES

Healthy

Focus Confidence Clarity Assertiveness
Order Stability
Direction Convergence Awareness
Logic Passion
Discipline Authenticity Reason Strength
Integrity Structure Independence
Freedom Discernment

Unhealthy

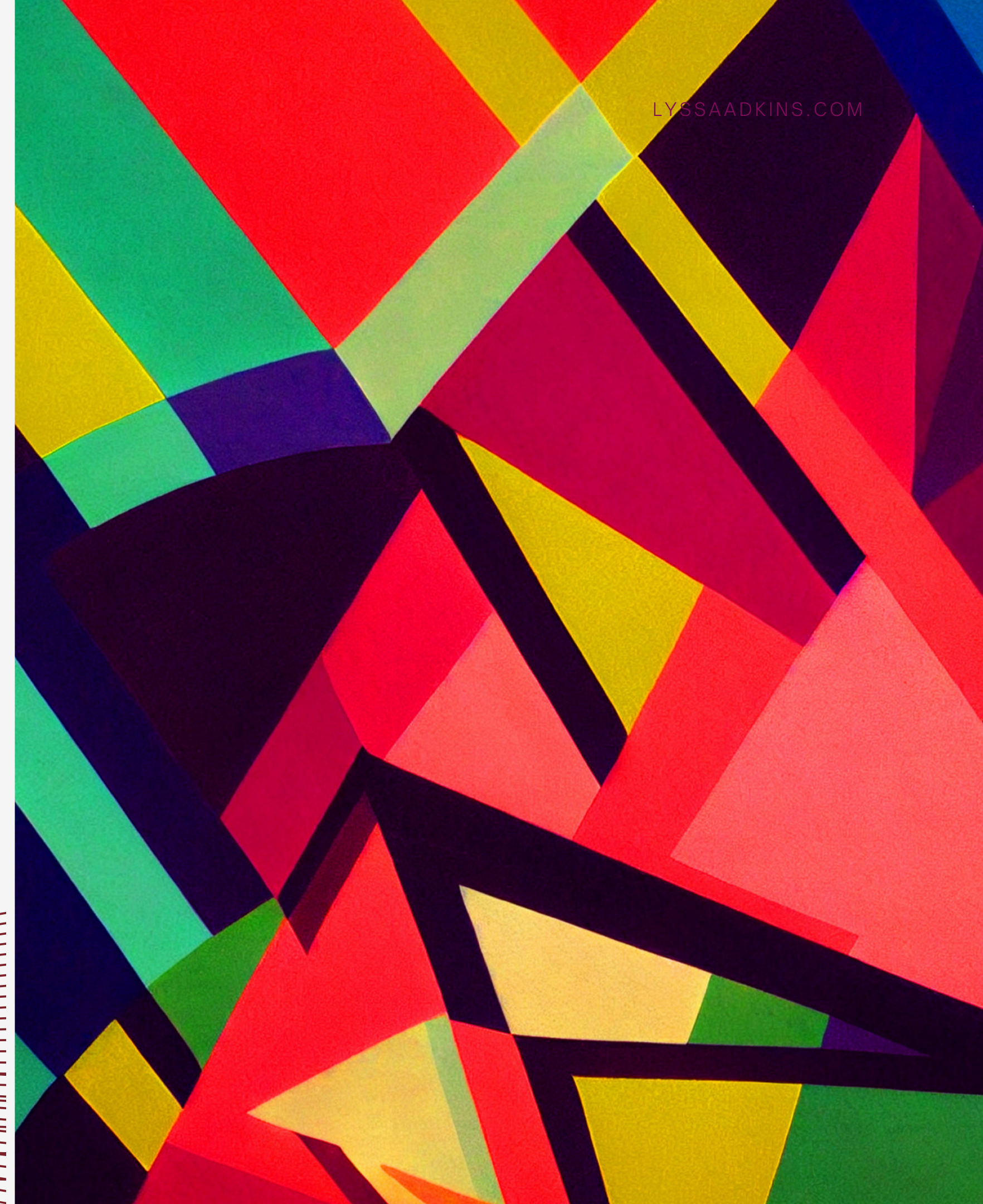
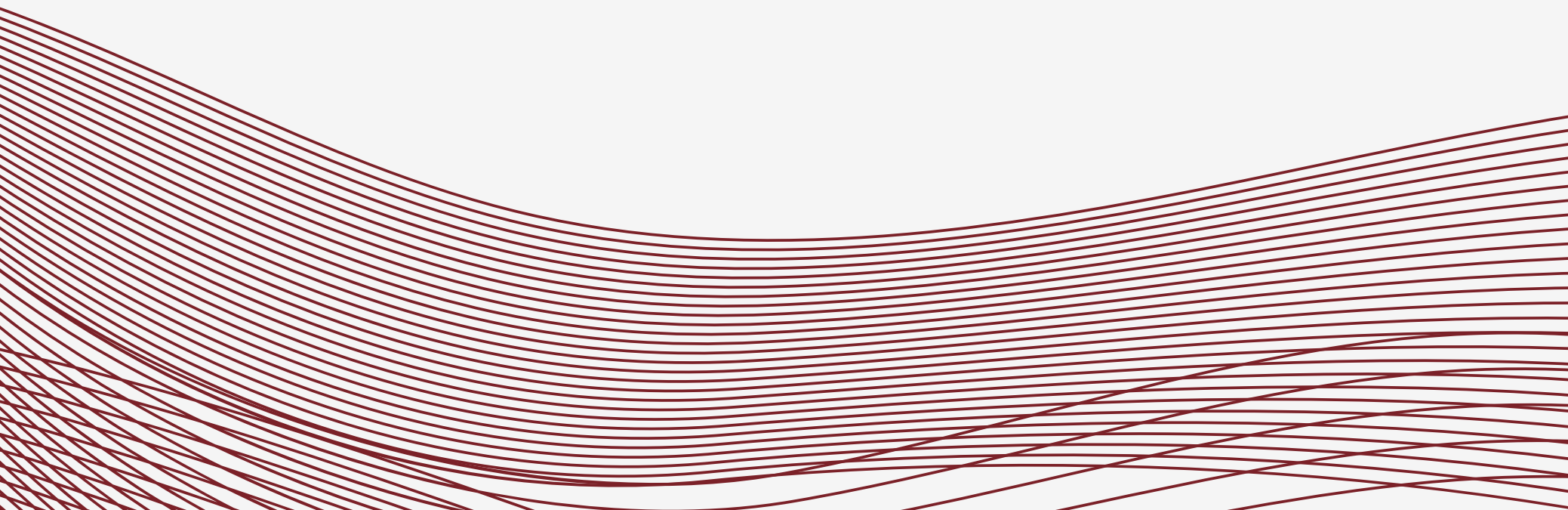
Cruel Power-hungry
Arrogant Insensitive
Aggressive Mechanical
Spiritually empty Violent

A Preview of FUTURE-FIT INSIGHTS

To give you a sense of where we are going, let
me whet your appetite with the next headline:

**#Future-fit leaders expand their own
sensemaking**

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LYSSA IS A LEADERSHIP COACH & AN EXPERT IN THE FUTURE OF WORK

Explore being coached by Lyssa

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