

# Co-Active® Leadership – Five Ways to Lead

## Everyone is a Leader.

Leadership is not for a talented few.

The world *needs us* to step up and take responsibility.

## Leaders are those who are *responsible* for their world.

Responsible ~ ~ *Response-able* ~ ~ Able to respond to needs that I can see. Able to dance, not trapped in patterns that hold me back. We are expanding the world we see ourselves as responsible for beyond our selves.

**We create our world.**

**Together.**

**Every day.**

- Karen and Henry Kimsey-House

*We are in relationship with one another*

*We are in relationship with Life*

When we can move from that place of relationship and connection, our actions will be more whole and complete.

## Co-Active® Leadership is a model of Wholeness

**Co** ~ suggests relationship, connection, intimacy and collaboration. The Co in us is curious, listens deeply, holds space for others, intuitively nurtures. It encompasses our *being*, the feminine.

**Active** ~ stands for power, direction, action and manifestation. The Active in us is courageous, has clarity and conviction, takes charge and achieves goals. It encompasses our *doing*, the masculine.

**Hyphen** ~ Magic happens in the dance between the Co and the Active. Action that arises from presence, deep relationship and context. Presence that is channeled into dynamic action and contribution. Balancing and blending these energies allows us to move out of an *either/or* or *power/over* paradigm into a *yes/and* or *power/with* paradigm.

Dimensions of leadership allow us to go beyond our traditional notions of leading and step in to claim our role in the Great Turning more and more.



Co-Active® Leadership, Dimensional Leadership™ Model and graphics © 2015 by Karen and Henry Kimsey-House ~ [www.coactive.com](http://www.coactive.com)

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**Leader Within:** Living life from the inside out with integrity and purpose. We accept ourselves fully (Co) and live our lives with integrity in accordance with our personal values as authors of our lives (Active). Leader Within starts from the grounding connection with your own heart. You are not looking to lead people, you are living your life with great integrity, knowing yourself and loving yourself – and people start paying attention and want to engage with you and follow because they are INSPIRED. Leaders Within really walk their talk. We know we are enough and living our lives with openheartedness and integrity will suffice. We stay grounded from Within as much as possible, then move out to the other dimensions.

**Leader in Front:** This dimension is not just about “being the boss” or being in charge. It requires a connection with people (Co). Connection *and* direction. Pointing the way, standing for a vision, really saying, “Here’s where we need to go” (Active). You must in relationship with the people who you want to move toward your vision. Leaders in Front have courageous conversations that connect people to the leader and the vision. “A leader’s main job is to foster the conversation.” We use transparency and honesty to create an atmosphere is openness, safety and freedom to fail and learn. Important skill: The ability to sit down and allow others to come forth and lead too.

**Leader Behind:** This dimension is about Serving. Servant leadership at its BEST. Service from the heart. It’s not about sacrifice or fixing. Serving the best expression. “What’s needed? And how can I serve that?” Coaching is a core competency of leadership – evoking brilliance, power, creativity of others. And Leaders Behind do not follow blindly! When there is not goodness and wholeness in front, it is the responsibility of Leaders Behind to say so or to follow elsewhere. When Leaders Behind give themselves wholeheartedly to serving the leadership and expression of others, they generate an inspirational sense of everyone working together.

**Leaders Beside:** The heart of this dimension is the “co” in **co**-leadership. Together, the sum of what we create is greater than what either one of us can generate on your own. Leaders Beside allow the emergence of a more powerful and creative solution – Synergy. It’s not dividing up the jobs, we’re really in it together – 100%/100% – while remaining grounded in our Leader Within. “We’re in this together, we can go further, we can be more accountable than ever before.” Together, we can take bigger risks than we can on your own. We have the space to disagree, sometimes passionately, about what needs to happen until we find that place of alignment. By leaning in to intentional partnership, our leadership becomes whole.

**Leader in the Field:** There is an energetic field that surrounds all of life and is offering us information all the time. Science only knows 10% of what is knowable and we are receiving a lot of information we don’t see. As Leaders in the Field, we go beyond what is known or predictable and activate our instinct, imagination, and intuition. By slowing down and letting go of our need to find an immediate solution, we can lean in and trust what’s here for us. You have to explore all your different senses to explore the Field. Then trust what you’re sensing and have the courage to report it. You will fail sometimes! Create from that. Here’s a tool to play with accessing the energetic field – relax your body for a moment, and take a little helicopter above the current situation. And just breathe. And notice what instinct or intuition shows up in heart or gut – an image, and idea. And trust that. It’s filled with information that is not predictable or known. It’s exciting. What’s challenging is to act on that, and to move from that place, because that’s how we can innovate.

***Inquiry: What does my leadership look like in each of the dimensions?***

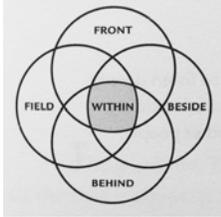
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## Practices for Co-Active Leadership

from *Five Ways to Lead* (2015), pp. 95-96

### Co-Active Leader Within

*Practice living from the inside out rather than the outside in.*

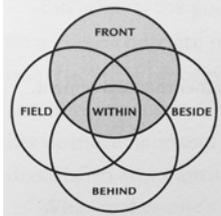


Co: Nourish self-acceptance.  
Let go of limiting beliefs.

Active: Clarify your personal values.  
Discover your life purpose.

### Co-Active Leader in Front

*Practice generating connection and inspiration.*

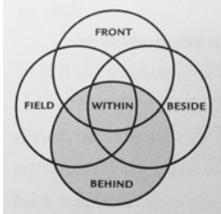


Co: Encourage courageous conversations.  
Demonstrate transparency.

Active: Take a powerful stand for your vision.  
Sit down and encourage others to take the lead.

### Co-Active Leader Behind

*Practice generous, open-hearted service to others.*

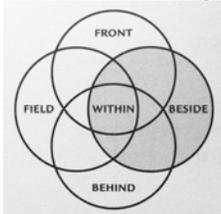


Co: Foster impeccability.  
Find others right.

Active: Develop your ability to listen deeply.  
Acknowledge others authentically.  
Be a champion for other people.

### Co-Active Leader Beside

*Practice leaning in 100%*

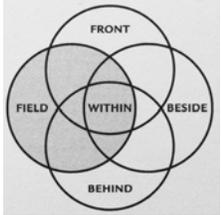


Co: Design your alliances / partnerships.

Active: Focus on alignment rather than agreement.  
Use “yes, and . . .”

### Co-Active Leader in the Field

*Practice letting go of what is known and proven*



Co: Trust your natural intuition and instinct.  
Be aware of your impact.

Active: Act without needing to collect evidence.  
Speak the truth.