



Authenticity: All good leaders have it

By Jill Hamlyn, chief executive officer, The People Business Group

Authenticity is important not only to peace of mind but to the satisfactory fulfillment of a function. Without some symbol of its authenticity we don't easily purchase a critical or expensive item - a bottle of wine to perfectly enhance a specially prepared meal, for example, or an original mechanical component to reliably enable the smooth running of a vehicle. People also rarely buy into leaders how not authentic.

Authenticity is something easily spotted by seasoned professionals. It is a hard won trait and primary requirement for extraordinary leadership. Key characteristic of authentic leaders include an ability to conduct themselves as adults, be comfortable with themselves and others, and not play games. Above all, however, these people understand that leadership are about taking care of themselves, the business and the team - in a balanced manner.

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discover their authentic selves. It is the art of enabling people to think, to be consciously conscious .It assists people to be accountable for their life choices; to consciously understand and consider from various perspectives all the choices open to them, know the impact of these choices; know the alternatives and make the right choices - for themselves, the business and the team.

Coaches are crawling out of the woodwork to meet the increased demands of business. For the unseasoned, selection of a suitable service provider is a minefield. There are as many definitions of personal business coaches as there are approaches. Some have more substance than others.

There are many points of entry to executive, personal and business coaching. At the lower end of the scale, coaches will offer clients watered down version of listening therapy and a single one-size-fits all question/answer

methodologies, or they may simply be good counsellors.

Coaches of substance, on the other hand, will use a number of methodologies, will have significant experience and success in the business and with people, and will have all the attributes of an experienced manager and leader. They should be able to address brutal facts of the situation, use tough love effectively by 'saying it as is' and, very importantly, be able to inspire the person they are coaching.

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