



**The Wise Leaders Lexicon Edition One  
Playbook #3**

**By Ian Berry**

Language enriches conversations which add energy to relationships which enable life at its best.

I began this journey to find better, wiser and more valuable human-centred language for workplaces with a presentation to a small group of CEO's in 1991. I declared to them that I believed management, as in managing people, was dead. In fact I told them that people management was not a very good idea in the first place.

To say my declaration wasn't well received would be to understate. Nevertheless my career as a contrarian was unwittingly launched. I'm grateful as this continues to help me to be helpful and valuable to those who are right for me and not the masses.

**I replaced people management in the 90's with this definition:**

Leadership is the art of inspiring people to bring everything they are to everything they do.

Management is the practice of making it simple for people to bring everything they are to everything they do.

Today (August 2021), and the first words in this Wise Leaders Lexicon, my language reads:

**People Leadership** is seeing, sometimes unearthing, mostly magnifying and enhancing people's essence (unique personal wisdom) including your own.

**Process Innovation** is thinking like a rebel, radical, dissenter, disruptor, heretic, non-conformist, contrarian in always questioning the status quo (normal) and then ensuring that your processes always mean it's simple for people to bring their essence to their work.

Important: processes include policies, procedures, practices, principles, philosophies, systems, structures and assumptions.

Progress Sustainability was the third piece of the trilogy in my most recent book ['Heart-Leadership Become the wise leader you want to be'](#).

**Progress sustainability** is the joyful craft of ensuring progress towards possibility (desired new reality, shared goal/objective/aim) is kept visible.

In conversations with members of [Wise Leaders Community](#) progress sustainability has evolved to purpose impact as follows:

**Purpose Impact** is identifying and then pursuing your cause beyond profit. Progress sustainability is a consequence of doing this.

**Heart-leadership** is a digitally-savvy, human-centred design approach to thriving in the modern enterprise. Heart-Leadership ensures people feel valued, live values and exchange and deliver value. Heart-Leadership begins with self harmony, then hearing your heart, asking your head, engaging your hands. All to achieve happenstance.

**Wisdom** is being true to yourself regardless of the situation.

**Shared-view** is a key piece of wise leaders language and philosophy. Shared-view is honouring the world in here (my view), and the world out there (other people's views), and seeking and sustaining the world we share (ours).

[Learn more about shared-view and complete the complimentary self-directed online course.](#)

**Change leadership** is following an agreed change process in order to thrive on the challenges of change and to sustain a positive momentum.

Like people management I believe change management is an oxymoron. Performance management and strategic planning are oxymorons too.

I've replaced these with Performance Energetics and [Strategic Heartistry](#) (a joint creation with Susan Furness).

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**Performance Energetics** is sustaining high energy and flow. Sometimes our role as wise leaders is about enhancing energy, sometimes holding it, and sometimes shifting it.

Performance Energetics is about attracting people, onboarding them, value delivery and exchange relationships, retaining people and wisdom, and succession planning and execution.

Performance Energetics is being and doing all these in ways that contribute to people feeling valued, living values and delivering and exchanging value.

**Strategic Heartistry** is about connecting hearts, heads and hands to plans.

Plans-on-a-page are a snapshot of the next 90 days. Personally I prefer them to articulate the seven areas of significance in [shared-view](#).

Processes-on-a-page is an evolution from plans-on-a-page as well as an alternative. I'm a pioneer in plans-on-a-page and still value them when in context.

**Processes-on-a-page** is a snapshot of the rituals and routines being followed (or personal practice) to ensure personal fulfillment and to enhance purpose impact. There are examples in this playbook such as D.R.E.A.M. and G.L.O.W.

**Sparkenation Conversations** are pivotal to all wise leaders work. **Sparkenation** is a *spark that ignites passion that leads to action that changes what's normal*. Sparkenation conversations by definition are candid, convivial, compassionate, conscious and compelling.



[Please download Wise Leaders Playbook #2](#)

**for definitions of candid, convivial, compassionate, conscious and compelling  
and for the 15 conversations that count definitions.**

## **The five foundational values behaviours of wise leadership**

- 1) Tender-hearted - I let people know they are valued, understood and that they have been heard.
- 2) Tough-minded - I call out less than agreed standards of behaviour.
- 3) Tolerance - I celebrate diversity and honour opinions and beliefs different to my own.
- 4) Truth-telling - I tell the truth as I see it regardless of the situation.
- 5) Trustworthiness - I never break confidentiality and always keep my promises.

## **The D.R.E.A.M. process**

From a professional perspective D.R.E.A.M. stands for Desire, Reason, Essence, Approach, Methodologies.

My **D**esire is to help purpose-driven leaders to hone your one-of-a-kind way of leading and to make the difference you're inspired to make without losing your integrity.

My **R**eason is to help people to become the wise leaders you want to be through story-telling and sharing, candid, convivial, compassionate, conscious and compelling conversations, mentoring and sharing of carefully crafted resources.

My **E**ssence is that I see what most people don't, say what most people won't, and shine light on possible pathways for the future in ways that inspire people to take action in your own best way.

My **A**pproach is clients and colleagues refer me to who should join a peer group next, undertake a wise leaders workshop, participate in a We Need To Talk episode, use a resource or undertake a course, or participate in our first and third Wednesday events.

My **M**ethodologies are signature story-telling, sparkenation conversations, and master mentoring.

**How can you adapt D.R.E.A.M. in your professional life?**

## **The D.R.E.A.M. process continued**

From a personal perspective D.R.E.A.M. stands for Diet, Rhythm, Exercise, Appreciation and Meaning.

I know when my **D**iet is plant based at least five days a week I can maintain my best weight and energy levels.

When I'm operating in harmony with my hearts **R**hythm, which is slow and considered, I can bring my best to every interaction and transaction.

When I walk daily and sustain my tailored **E**xercise routine I always have the energy I need.

When I'm **A**ppreciating myself and others as integral to life I sustain a positive disposition.

Lastly when I am doing work that is **M**eaningful for me and valuable for others I can stay in my happy lane.

**How can you adapt D.R.E.A.M. in your personal life?**

## **The G.L.O.W Process**

**Go with** bespoke mentoring, peer groups, the wise leaders workshop, wisdom walks as main sources of income sourced 100% via referrals

**Let go of** regular Twitter and Facebook, and tendency to focus on outcomes.

**Optimise** partnership possibilities, helpful conversations, referrals, leveraging LinkedIn connections and followers.

**Wait for** publication of 'Enough' book I'm contributing a chapter to in September 2021 as next major publicity and P.R.

**How could you use the G.L.O.W. process?**

## **The J.E.D.I. Process**

**J**ustice

**E**quity

**D**iversity

**I**nclusion

[Source and for further contemplation.](#)

## Using One Word As A Focusing Tool

[Learn more and create your own one word](#)

I changed my word to FLOW half way through 2021 and created additional value by making it a acronym. In wise leaders peer groups doing this was a brilliant and creative exercise for everyone.

**F**reedom to choose my response to each moment.

**L**imitless as in I'm not limited by anything.

**O**ne-thing as in conversations to be there for people and my primary work (peer groups, the wise leaders workshop, bespoke mentoring).

**W**isdom as in I am true to myself regardless of the situation.

## **A human being fully alive**

Spiritually Alive (feeling valued).

Emotionally Healthy (feeling at peace).

Mentally Alert (feeling clear).

Physically Active (feeling well).

Universally Aware (feeling connected).

[Learn more and adopt in your own best way.](#)



## **The five-fold bottom line**

Economic prosperity.

Social responsibility.

Environmental sustainability.

Spiritual Validity.

Universal Harmony.

[Learn more and adopt in your own best way.](#)

## **Seven wise words/phrases we are using instead of the status quo (normal)**

Agency\* instead of power.

Delivering value to all stakeholders instead of just returns to shareholders.

Gratitude instead of greed.

Key Human Indicators\*\* instead of KPI's (Key Performance Indicators) or OKR's (Objectives and Key Results).

Leading people and managing processes instead of managing people.

People instead of politics.

Reasons and relationships instead of results and tasks.

\*With thanks to Sue Heatherington via a LinkedIn discussion <https://www.linkedin.com/in/sue-heatherington-98a87013/>

\*\*With thanks to Gerd Leonhard [https://blog.ianberry.biz/2019/09/sustaining-shared-view-in-seven-areas\\_13.html](https://blog.ianberry.biz/2019/09/sustaining-shared-view-in-seven-areas_13.html)