

Elemental Leadership

© Sara Boas 2002

Elemental Leadership is an approach to leadership development which connects us with our common humanity and our unity with nature. Drawing on the qualities of the elements – earth, air, fire and water – it enables participants to discover their core strengths and to reawaken neglected powers and sensitivities. This supports balanced leadership, which in turn fosters personal well being, vibrant team spirit, and sustainable work-life communities. The balanced leader embodies the clarity and vision of air, the passion and commitment of fire, the receptivity and adaptability of water, and the earthy pragmatism to make dreams into reality.

Michael sat in front of me, handsome, tanned, well-dressed... and miserable. In his role as the leader of a multinational corporation, Michael was a couple of hours into our first coaching session. "I've got everything I wanted", he said. "I've earned my millions, bought the houses and the yachts, been rewarded with the titles and the recognition. I have money, status, power, success. But Sara, I don't know what I'm doing it for. I haven't got a life". He was speaking of the lack of an *inner* life, and as he spoke, I could see and feel the pain of Michael's hollow centre. Listening to Michael, I remembered the many times I had heard these words or others just like them. And I remembered the balancing and healing that had taken place during many coaching dialogues and workshops over the years. I recalled other leaders, who had brought this same pain to our first meeting, and how they had contacted both inner and outer resources and found new fulfilment, meaning and integrity in their lives.

So, even as I acknowledged Michael's pain, I also felt a sense of certainty that he could rediscover the heart of his work, could balance and heal his life, and fulfil his leadership role with a new sense of purpose. I knew that this would involve a journey, which we would take together: Michael exploring, myself as his guide and companion. Our allies would be heartfelt connection, honest dialogue, and the elements.

Every culture, from the beginnings of human society, has found ways to confront, embrace, and make sense of the elemental forces of nature. The elements have been acknowledged by human cultures across time and around the world. We find symbolic representations of earth and fire, water and air, in prehistoric cave paintings, ancient shamanic dances, and ancestral drum rhythms. The elements are central to great healing and spiritual practices such as those of China and India. Some cultural traditions include a fifth element. The Chinese system contains fire, water, earth, metal and wood; the Buddhist system likewise includes fire, water and earth, along with air and ether (or space). While elemental symbolism dates back beyond recorded history, the four-element matrix – earth, air, fire and water – is attributed to Empedocles, a Greek philosopher, scientist and healer who lived in Sicily in the fifth century

Elemental Leadership

B.C.. These same four elements play a role in astrology, ayurveda, alchemy, Jungian psychology, and other systems of thought which have had widespread cultural impact.

Working with Michael and many others in key leadership roles has taught me the power of the elements. It has shown me that reaching out to the forces of nature, through this shared symbolic language, can nourish and sustain us. It has affirmed my belief that anybody, anywhere, can elect to fulfil a leadership role – whether leading change, leading people, or practising the everyday art of self-leadership – and that they can be supported in this role by connecting to the elements.

This awareness led me to develop an approach to leadership development, known as Elemental Leadership. In the Elemental Leadership process, we work with the four elements – earth, air, fire and water – sometimes including a fifth element, according to the cultural heritage of the participants in the process. The work is most memorable when conducted in the form of a retreat in a beautiful, natural environment, far from the demands and constraints of everyday work. In such a setting, even those who have never focused on their own development find that their creative spirit can soar. This enables personal transformation, so that people return to their leadership roles strengthened and inspired, refreshed and encouraged. However, an Elemental Leadership retreat is not the only way to engage with this work. I have also led sessions in inner-city environments, in offices, conference centres and hotels. As well as business, government and community leaders, I have used the process in working with professional consultants, children, and people in hospital. In my coaching work with individuals who hold key leadership roles, Elemental Leadership informs and structures our dialogue. My experience of facilitating the growth and learning of leaders from over 60 nations has confirmed that people around the world are able to find meaning in the elements and can use this symbolism to promote their own growth.

Whether in an Elemental Leadership retreat, a company-specific seminar, or one-to-one executive coaching, the facilitator guides participants through a transformational cycle in relation to each element. The basic steps are as follows:

Contemplate: become aware of the element, whether directly if you are working outdoors, or via intellect and imagination; consider the particular qualities of the element as you know and experience it; write or speak your associations.

Interact: find your personal relationship to the element; gradually enter into closer communion with the element, drumming its rhythm, dancing with it, touching it, moving through it.

Merge: allow the distinction to dissolve so that you fully experience yourself as fire / earth / air / water...

Reflect: thank the element and let go; draw or sculpt your experience; then reflect on your relationship to the element, how it manifests in you and how it can help or hinder you in your leadership.

Elemental Leadership

There is a common misconception that this kind of creative, embodied learning is only acceptable, accessible or appropriate to people who already work in the arts. This is far from the truth. Experience with business leaders, engineers, artists, diplomats and scientists, has shown me that people from all walks of life can enter into this process and emerge invigorated and transformed. With skilled facilitation, those who have not danced in decades find themselves embodying the fire, leaping like flames as they awaken their own fire and passion. Business executives who pride themselves on their drive and pragmatism soften into the embodiment of water, delighting in their new-found ability to flow. Timid 'techies' stand their ground, embodying earth. And sceptical engineers rediscover tears of joy in a good belly laugh. There is no need for any experience, competence, or even comfort with movement and the arts. In fact, technical skill and professional experience can get in the way of authentic exploration.

Whatever form it takes, the Elemental Leadership process is intended to reinforce certain leadership principles.

Activating Bodymind Wisdom

Our leadership values are only authentic when we embody them, in our actions, in our gestures, in the way we walk and talk. Elemental Leadership is a bodily process, as well as an emotional, mental and spiritual one. Each element is experienced in movement and takes root in the body, so that the leader can embody its qualities in every decision, every move, every day. This ensures holistic transformation, not just cognitive learning. The sensing, feeling body is an ally in every stage of the process. Participants in the process develop their own personal Power Moves¹: postural alignment, ways of breathing, or larger movements which enable them to access the elemental qualities in the context of daily working life. Combining somatic intelligence with emotional and intellectual awareness, Elemental Leadership is firmly rooted in the innate wisdom of the bodymind.

Learning through Discovery

The learning in Elemental Leadership takes place through discovery, not instruction. The only conceptual input explicitly provided by the facilitator is the matrix of the four elements. The guided process then takes each person into an intimate knowledge of their own relationship to these elements. Participants in Elemental Leadership find their associations to each element, explore how the elemental qualities live in and through them, and articulate their own leadership development needs. The results of these explorations are strikingly similar across individuals, industries and nationalities. Certain words and images are associated with each element, whether the participant is female or male, an engineer or an artist, from Japan or the USA, Iran or Papua New Guinea. This transcendence of differences takes us to the place where

¹ Power Moves refers to a way of working which I developed to encourage the use of the wisdom of the bodymind to support personal development.

Elemental Leadership

culture and nature meet, helping us to contact some of the most deeply shared properties of being human, and to remember the natural elements from which we first were born.

Some of the most common associations are as follows:

	Bodymind attitude	Strength	Weakness	Danger
Earth	Feet on ground Symmetry Stillness structural support Balance	Practical Grounded In touch with reality Reliable	Stubborn Dull Lacking vision Rigid	Being stuck
Water	Rippling Rolling Swaying Being moved Fluidity	Receptive A good listener Adaptable Flexible	Passive Indecisive Vacillating Unstable	Being a drip
Fire	Muscular action Upward and outward movement Quick sporadic rhythm	Dynamic Action-oriented Spontaneous Energetic	Hot tempered Aggressive Impulsive Unpredictable	Burn-out
Air	Light touch Space between fingers Neutral tension Open gestures	Analytic Intelligent Insightful Strategic	Insensitive Know-it-all Lost in thought Impractical	Space-out

Enhancing Sustainability

Long term prosperity is grounded in the health of individuals, depends on vibrant team spirit and extends to the vitality of economic, social and ecological systems. Elemental Leadership brings attention to our own well being, our contact with others, and encourages an intimate, empathic engagement with the natural environment. This supports respect for human nature and for the wider ecosystem. This, in turn, fosters leadership decisions which ensure the sustainability of the individual, the community, and the natural environment.

In the coaching dialogue, Michael and I identified how qualities of earth, air, fire and water had all supported his success so far. However, we found that in his focus on his role as leader of a multinational corporation, he had focused these qualities externally and had neglected his own needs. Michael was still getting results at work, effectively leading his organisation through extremely challenging market conditions. He was respected and appreciated by customers, suppliers and employees. But with his long work days and conscientious approach,

Elemental Leadership

he was feeling increasingly discouraged. While continuing to encourage others to give of their best, Michael was himself becoming exhausted and unclear about what he was doing it for.

We explored how Michael could restore his energy and find new meaning in his work. We began by focusing on the powers and sensitivities which had served Michael so well in his journey so far. This enabled him to recognise his own connection to all four elements and to feel grateful for these qualities. Then we turned our attention to the elements in nature. We walked together in landscapes where Michael could connect with the elements, without needing to think about himself, his work, or his leadership development needs. At these times, we talked about whatever came to mind, often simply appreciating the beauty of sunlight on water, or the clouds in a wide sky. Sometimes we didn't talk at all for a while. This part of the coaching dialogue was not ostensibly focused on the business at all. During one of these sessions, however, Michael found himself articulating a new sense of purpose for the organisation. He saw how the business had a key role to play in enabling connection... connection between individuals, groups, and teams; nurturing sustainable communities. He also became aware that the business could be managed with more attention to the delicate balance of nature. I challenged him to acknowledge that his own nature was an aspect of this, also worthy of respect. These insights evolved into a renewed sense of purpose, improved life balance, and a revitalisation of the business' statement of purpose. Michael involved others in a dialogue to explore how connection, community and respect for nature could become integral to the business. This in turn led to the application of models from nature to make the business structure and processes more efficient. The Elemental Leadership process supported Michael's individual sustainability and the sustainability of the organisation.

Delighting in Difference

In a globalising economy, sustainable success relies on honouring many forms of difference: cultural, social, political, personal... Elemental Leadership enhances acceptance of a wide range of leadership qualities, from drive to receptivity, from passion to detachment. Participants in the process find new appreciation of these diverse qualities, in themselves and in others. This, in turn, enables effective cooperation in which people delight in their differences.

Ali, a financial analyst, is the quintessential man of air. Brilliant, quick-witted, analytical and insightful, he is often experienced by others as impatient, intolerant, sarcastic or cold. After identifying his own preferred element, Ali confided: "I find most people either dull or over-emotional. I prefer to spend time with other air people: thinkers, intellectuals, colleagues with whom I can share ideas, analysis, or humour." During an Elemental Leadership workshop, participants divided into groups to creatively present both the qualities and dangers of their own home element. After describing the ethereal pleasure of living the life of the mind, Ali and his group took the time to identify how air alone might fail them. They turned their sardonic humour on themselves as they sketched the dangers of air: lack of attention to material constraints; insensitivity to their own and other people's feelings; inability to excite or motivate others who are different from themselves; neglecting the body's needs for

Elemental Leadership

nourishment, exercise and sleep! They depicted the worst-case scenario: wasting away, without physical or emotional nourishment, lonely and shunned by all but their own kind. This extreme picture enabled Ali and the others in his small group to confront real dangers in their lives. It also opened a channel of communication with the other participants, who had been intimidated by their quick, cool manner. In the exchange that followed, Ali recognised his need for earth, water and fire. He said “I can see now, that it’s not just a question of whether I can learn to tolerate these other qualities, I need them for my survival! I don’t think I’ll change much, but instead of avoiding people who are connected to water, earth and fire, I’m going to seek them out. I intend to find bridges between my favourite element and the other three, so that we can help and sustain one another.” Back at work the following week, Ali was better able to appreciate the qualities of his personal assistant – who is strongly grounded in earth and water – and to offer her some of the kindness which is her natural language.

Maintaining Dynamic Equilibrium

Success brings both satisfaction and challenge. To stay centred in the whirlwind of reward and recognition, challenge and change, we need to find our balance. This implies priorities in the way we use our time, balancing activity with rest, imagination with pragmatism. Most of all, it means maintaining the inner balance that keeps us in tune with our own true nature.

Elemental Leadership helps each individual to find their own balance and provides the means for maintaining this equilibrium in an unbalanced work environment. The balance we strive for is not fixed, however. It is a dynamic equilibrium, a tending towards harmony, in which one element may strongly dominate – such as fire, when quick, intuitive action is called for – or two elements may be privileged – such as air and earth, when there is a need for analysis and planning to bridge vision to implementation. Like a healthy ecosystem, the balanced leader is a continuum of active and receptive energies, simultaneously shaping and adapting to their immediate environment. Elemental Leadership is not prescriptive. It is based on the principle that there is no ‘one right way’; not for all of us, nor for any one of us. Our needs and the needs of the moment are always changing. We evolve, shift, grow and adapt without cease. Just as a healthy ecosystem is shaped by the forces of nature in a dynamic and rhythmic equilibrium, so is each human being in constant flux. Earth, air, fire, water... no single element is better, or more important than the others. No one element is enough. The process aims to support leadership as a living, responsive continuum. In one moment, we are called upon to bring insight, vision, clarity and all the fine qualities of air. In the next moment, we need to connect with earth as we consider how to plan and implement this vision. On one day, a team may require the transforming fire of intuition to burn through fixed habits and assumptions. The next day, they may need the receptivity of water as we listen to their hopes, fears, and dreams.

Nicola was the quintessential diplomat: calm, tactful, analytic, and knowledgeable. With her ability to take in the facts of a situation, analyse and adapt, she embodied core qualities of earth, air and water. These strengths had enabled Nicola to accomplish a senior diplomatic role. When we began to work together, she had just been given responsibility for representing her country in multiparty negotiations, with a special focus on human rights. During an Elemental Leadership retreat, Nicola entered into close contact with earth and found her

Elemental Leadership

resting place there. At the lakeside, she replenished her relationship to water, remembering how it connected her to her own heart and her caring for humanity. Walking in the mountains, Nicola rediscovered the boundlessness of air, and the qualities of clarity and vision that had been such an inspiration to her throughout her life. When it came to fire, however, it was a different story. In a troubled voice, Nicola told the group "I am afraid of fire. To me it's aggression, anger, hostility. It's unpredictable. Out of control. In my work as a diplomat I can't afford to be impulsive. Everything I do and say has to be measured and deliberate." I encouraged Nicola to consider whether there had been a cost to her, in dampening her fire over the years. What emerged was a sense of loss... loss of spontaneity, passion and joy. Another participant asked Nicola how this might impact her work as a negotiator. In a flash of insight she saw herself in her future role, saw the many threats to the human rights she held so dear, saw her need for fire in protecting and affirming those rights. The next day, Nicola found powerful, embodied ways to connect to the element of fire: running in the heat of the sun, dancing and leaping to the beat of the drums as the musicians supported her fire-dance; gesturing quick flames, her arms and fingers spreading and shooting upward and outward. Her breath deepened and her body heated up as she embodied the roaring flames. Afterwards, we talked about how Nicola might conjure up the spirit of her fire in the midst of a negotiation, without having to leap and roar in the conference room! Nicola found a Power Move which she felt she could do anywhere: flicking her fingers out and up, along with a quick outbreath. Although minimal, this was enough to awaken the memory of the fire-dance in Nicola's bodymind. This gave her access to the qualities of fire which she had so powerfully embodied during the retreat. To further support this, Nicola thought about how fire needs both air and fuel in order to keep burning. She saw how her clear insight and vision could be the oxygen that enlivens the flame of her passion and assertiveness. At the same time, this helped Nicola to understand how her habitually intellectual, rational, airy response to another person's anger had only served to fan the flames – something she had always found hard to make sense of! She also saw how her earthy desire to see practical, lasting change in the real world would fuel the flame of her own commitment and passion. Nicola has entered the next stage of her professional life strengthened with the qualities of fire. As well as leading a good life, and leading her team well, Nicola is ready to take on her role as an agent of social and cultural transformation.

Practising Self Leadership

The Elemental Leadership process provides the basis for a renewed relationship with ourselves. This includes knowledge of the self as emerging from – and embedded in – both culture and nature. The symbolic structure of earth, air, fire and water, and the natural forces that this relates to, are a constant reminder of our own inseparability from larger social and ecological systems. At the same time, Elemental Leadership is intended as a reminder that these systems are in constant evolution. We co-create our culture, just as we shape and influence the living ecosystem. Leadership begins with the awareness that we are constantly in the process of self-making; it extends into sensitivity to the way we shape our cultural and social climate; and beyond that, into wise use of power in the economic and ecological impact of our daily decisions. So, the experience of self which Elemental Leadership encourages has both an inward and an outward focus. The inward focus enables us to consider how the

Elemental Leadership

elemental forces live in and through us, in what balance, with which preferences, and so on. The outward focus reminds us that our leadership is always in context: we are cultural beings and natural beings and our every move is born of, and shapes, our cultural and natural worlds. Elemental Leadership is a journey of discovery, both of our natural environment and the inner landscape of the bodymind. This allows a new way of relating to ourselves and ease of access to our innate gifts, powers and sensitivities.

Peng had great vision and passion, a huge heart and a wonderful way with people. His fire, air and water were highly energised and flowed through every moment of his dialogue with others. Peng was a senior engineer in a manufacturing environment focused on earth values: adherence to process, quality control, predictable results. Although Peng commanded huge respect among his peers, others in the organisation often laughed behind his back. He was known for starting initiatives, stirring up excitement and motivation... and then leaving it to others to follow through. Peng lacked contact with earth. The result was that he had too many projects, going in too many directions, with not enough resource for any one of them to succeed fully. This led to disappointment for the people involved – who so wanted to give of their best – and less than optimal business results. During our coaching sessions, Peng found that by sitting still for a few minutes each day, breathing slowly into his belly, he could ground himself enough to consider the consequences of his ideas. He began to do this back at work and learned to stay grounded even in the rush of excitement of a new idea. In addition, I suggested to Peng that he find the time once a month to do an earthwalk: going to a beautiful natural place, and slowly walking, taking in the support of the earth beneath his feet, feeling the interplay of the great force of gravity and the lesser force of his own energy. During one of these walks, Peng found a smooth brown stone which for him held the essence of the earth qualities. He took the pebble with him and placed it on his desk. It sat as a reminder of the calm stability he had experienced during his earthwalk. He was able to look at the pebble, touch it and take it in his hand, when he needed to access his own pragmatism, realism and calm. Over time, Peng learned to exercise discernment, sharing some but not all of his creative ideas, allocating resources with more care... creating the conditions for himself and those around him to succeed.

Honouring Natural Resources

Elemental Leadership draws on natural resources: the forces of nature, the innate wisdom of the bodymind, the elemental qualities as they live in human nature, and simple, accessible language. This operates on several levels. To begin with, the words used are grounded in common experience. Participants, who have never before thought in these terms, use the language of the four elements to articulate previously unexpressed thoughts and feelings. The elements are all around us, in our cultures and in nature. I have never met any participant in Elemental Leadership, who did not immediately begin to creatively use the elemental language. Furthermore, this language is non-judgemental. This enables constructive feedback, self awareness and appreciation of difference; there is no sense of attack and therefore no raising of defences. This non-judgemental language, in turn, supports appreciation of difference and a more gentle acceptance of one's own and others' unique leadership styles. The natural simplicity of the language of the elements makes it particularly helpful to people

Elemental Leadership

who bear a healthy scepticism towards personal development workshops; it enables people to overcome inhibitions in talking about their own and each other's leadership qualities and facilitates honest, direct and mutually supportive dialogue.

John came to an Elemental Leadership workshop when he was 50 years old. A tough childhood environment, followed by a military career before he moved into business, had given John great strengths in survival, fight and flight. However, John lacked emotional intelligence. He was out of touch with his own feelings and often insensitive to the experience of those around him. His leadership style was described as "tough, focused, pragmatic, bullying." John got results, but at a cost. As one colleague put it "John breaks a lot of eggs to make an omelette". When he arrived at the retreat, John showed very little awareness of his own strengths and limitations. He prided himself on "doing whatever it takes" to get the job done. His expectation of the workshop was to learn new management techniques that would allow him to work more efficiently. As we began the Elemental Leadership process, it became clear that John was strongly connected to the pragmatism of earth and the dynamism of fire. Although not at home in air, John's analytical abilities were fairly well developed. I had the feeling that John's inner landscape was something of a desert: hot, harsh, rocky, and distinguished by the absence of water! On the second day of our Elemental Leadership retreat, John spoke to the group. "I realise I have been out of touch with my water for over 30 years. I haven't shed a tear since I was small." This realisation became the direction for John's journey of learning over the days that followed. He made a point of connecting to water at every opportunity: sharing time with Cindy (another participant who was very connected to water), walking by the lake, and doing movement exercises in which he stood still, eyes closed, and allowed his upper body to be moved and swayed by another person. John began to notice, articulate and express feelings that had been buried for decades. The following day, he told me: "I cried easily when I was a kid. But it was beaten out of me. They told me 'boys don't cry'. By the time I was a grown man, I had learned not to feel. I was out of touch with my wife, my children, my colleagues at work. When people complain that I am pushing them too hard, I tell them to leave if they can't stand the pace. I realise that I've been hurting the people around me, and deadening myself. I'm all earth and fire. It's effective, but it's not worth it. I don't want to do things that way any more. I need to bring water back into my life."

John resolved to redress this balance. He agreed on an ongoing learning partnership with Cindy: she would support his connection to water and he would encourage her connection to fire. With guidance, John created a series of simple moves which he could do any time, to embody the qualities of water. These included deep, slow and gentle breathing, focusing on opening the ribs to the back and sides; gently swaying and rippling the spinal column; consciously softening the muscle armour in the shoulders, neck and chest; and walking with a fluid, loose-hipped motion. All of these exercises were discreet enough to be practised anywhere, yet they all represented a radical change for John. They became John's Power Moves for accessing the qualities of water in his own bodymind. John supported himself further by purchasing a beautiful picture of a waterfall to hang on the wall of his office, and a CD of gentle music with water sounds, to listen to in his car.

Six months later, John called me. He told me: "Before we met, I was a tough bastard. Now I am sensitive to things that I never even knew existed. I have discovered the power of

Elemental Leadership

listening – really listening – to the people around me. Work is easier; the numbers are up and I see a lot more smiles around the office. What's more, the element of water has shown me how to manage my fire and my earth. I can control my temper, and my wife says I'm not as stubborn as I was. I feel better too. The tension has gone from my neck, I have fewer headaches and I'm less stressed."

Elemental Leadership gave John an opportunity for a new experience of his own nature, it provided a simple, natural language for exploring this experience, and encouraged access to both inner and outer natural resources for fulfilling his leadership potential.

Engaging in Creative Dialogue

Elemental Leadership is founded on the premise that we are both created and creative. Through thought and action, imagination and insight, feeling and analysis, the process facilitates creative dialogue. This dialogue is both unspoken – through imagery and rhythm, felt sense and movement – and spoken, using words to explore aspects of our nature and culture. It's a dialogue with ourselves, with one another, and with the forces of nature. The dialogue is creative in several ways. Firstly, Elemental Leadership draws on creative, artistic means of discovery. Participants draw, paint, dance and write, to awaken their own non-rational intelligence. Secondly, the dialogue is an improvisation, each participant and every group brings their own unique history and awareness; the process and its facilitation are shaped afresh by each ongoing, living interaction. Thirdly, when participants open themselves to the strength and inspiration that the elements can offer, they find themselves growing into new levels of awareness and artistry, whether in the form of a poem, a business idea, a personal insight, or inner calm. Finally, the dialogue enables the emergence of new meaning beyond the time of the workshop, making way for both individual transformation and the co-creation of a new leadership culture.

At the end of an Elemental Leadership retreat, each participant performs a self portrait incorporating all the elements. This integrates the learning and brings the focus back to the individual leader and the resources they embody. In preparation, each participant goes for a walk alone, to reflect on and assimilate their process. During this walk, they find an object which stands out for them and represents their relationship to the elements. Most people bring a beautiful, natural object such as a stone, a feather, flowers or leaves. It could be anything, however – a shoe, a tin can, a book... After the walk, they write five lines, one relating to each element and one for the whole. Some paint a picture or make a collage or sculpture. When they return to the group room, the space has been prepared with candles, flowers and a clear space. Each participant in turn stands, moves, speaks their lines and places their creation and found object on a small 'shrine'. The group provides quiet witness. Without applause or discussion, each person shares this embodiment of their own balanced leadership. Inevitably, this simple ritual gives birth to a compelling work of art, without the participants having any technical instruction, rehearsal, or previous performance experience. This enactment of embodied leadership resonates in the memory and provides encouragement to the participants back in their everyday communities.

Elemental Leadership

The benefits of the Elemental Leadership process for leaders such as Michael, Ali, Nicola, Peng and John have proved to be the following:

- Balancing personal preferences to enable holistic leadership
- Reclaiming qualities which have been suppressed or neglected due to cultural conditioning, narrow education or personal circumstances
- Receiving support from nature in lonely or exhausting roles
- Appreciating diverse qualities in self and others
- Awakening innate creativity
- Gaining a simple language for articulating experience
- Enhancing personal health and well being
- Attuning to nature (one's own nature and that of the larger ecosystem)
- Being more fully oneself and developing natural charisma
- Accessing inner and outer resources for ongoing leadership development

Individual leadership development is just the beginning. It is the basis for encouraging vibrancy and balance in interpersonal relationships, teams, organisations and communities.

As you finish reading this, please take a moment to connect with the elements: to receive the support of the earth beneath you, to feel the sun's fire around you or within you, to sense the ebb and flow of your watery body; and to enjoy the lightness of your breath as the air enters and leaves you.

To enquire about Elemental Leadership workshops, leadership coaching, professional facilitator training and resources, please email us at connect@boastl.com.

To preserve confidentiality, names and some details of the above accounts have been changed.

boas
7 Primrose Hill Studios
London NW1 8TR
UK

+44 20 75 86 49 86