

# ***LEADERSHIP***

***by Charlie Kreiner (19??-2007)***

## **Decisions**

1. Think, act and decide on the basis of your inherent nature based on benign reality, not based on yours, theirs, society's or a culture's distress.
2. Take full initiative yourself, not waiting for someone else to do it. Do not defer to the current people in positions of leadership. Support them. Cooperate with them where they are rational but do not defer to their oppressive politics or behaviors. If you can give them a hand to transform their leadership roles from the conditioned tool of oppression to a position of supporting the healing of people and the eliminating of oppression, do it; if you can't, create an alternative. That is not to say "attack leaders." That is to say "work cooperatively" where leaders are operating on the basis of rational policy and rational behavior; and where they are not, change the policy, interrupt the behavior, seek to give them a hand. If you are met with either resistance or defiance, create an alternative based upon your own life goals, including ending the oppression that most affects you (they all do!).
3. Take complete responsibility for absolutely everything. (Not patterned responsibility based on guilt or reactive, painful emotions.) That is, responsibility based on your connection to all other humans and other life forms on the planet, not based on old battles, old fears or old survival patterns. The past is over. There are some real battles to fight IN THE PRESENT. We need to lead and organize based on rational policies and our inherent natures as adults, not bring past battles into the present or fight present ones as two-year-old victims (or whatever).
4. Base your relationships with people on what we know to be true about humans. Separate person from pattern, present from past, feelings from reality as you go. Remember: the distress recording masquerades as you. It creates confusion between past, present and future. And gets you caught in living a life based on your feelings rather than on your intelligence, your **love**, your sense of justice, your sense of good, your sense of integrity, your sense of self-respect, your sense of connection.
5. Love the people you are leading. Claim them as yours. See what their struggles are, separate from your own. Assist them to heal the effects of how they've been hurt and reclaim their power to stop what's hurting them. (And heal the effects of how you've been hurt and stop what's hurting you.)
6. Lead your life. (Leadership is not a role. It is a decision of how to live, how to be. It is not based on titles, job descriptions, status or other roles. It is a decision to act on the basis of your inherent nature). And if you make a mistake, correct it. Don't defend it,

dramatize it, deny it, lie about it, cheat about it, cover it up. Correct it. Acknowledge it. If possible, stay connected with and listen to the aggrieved or the offended and move on.

7. Be, and stay, vulnerable as a leader. Do not use leadership as a coping mechanism to react to, or otherwise cope with, our unhealed pain. When your leadership is a coping mechanism, you are playing into the forces of oppression. Your leadership is not for you to get out of your isolation – otherwise you are being a client, bringing your isolation into your leadership. Lead instead from your connection, from your slack.

8. As a leader, I decide not to train you as followers, but to train you as fellow leaders. Your job is to lead people to lead, not to lead followers. It is not to create dependency or co-dependency. It is to create fellowship and partnership. It is to create conditions of closeness, where you have the personal support of others in the same work to think about you; to think about your struggles, to think about your goals, and to assist you as counselors, listeners and support people. Create conditions of fellowship (closeness) and partnership (alliance, in the work to be done of ending oppression). Fellowship addresses itself to conditions of safety and support for your personal healing as leaders, and what you're going to need to heal as you lead. The more you lead, the more your stuff's going to come up. As you lead, you will be challenged with every bit of internalized oppression you ever got. You will have to face, feel and discharge more and deeper, and even more, deeper stuff. Partnership is based on creating a family of allies committed to ending oppression, committed to creating a society and its institutions and organizations which reflect rather than undermine, our inherent nature. Which supports, sustains, and nurtures our inherent nature, rather than enforces us into a set of distress recordings of victim and oppressor roles. Remember that the key issue is creating organizations free of oppression. Despite the institutionalized level of oppressions, oppression is not necessary for organizations.

9. Rational leadership is no big deal. It isn't special, elite, cultic, totalitarian or authoritarian. It's normal human.

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