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Preface

Job competency has ceased to be enough in today's workplace. Emotional intelligence and leadership skills are required for employment, promotion and success in these wild, unpredictable and exciting roller-coaster times of ups and downs, twists and turns. In fact, seventy-five percent of Fortune 500 companies currently use emotional intelligence testing. *Spirited Leadership* is your down-to-earth comprehensive guide to increasing your emotional intelligence, people-smarts, leadership competency and trust quotient. Trust is the stabilizer and fuel in these dynamic times. Trust ignites passion, powers teamwork, creates strategic alliances and accelerates innovation and long-lasting sustainable results. Relationships of trust and people *are* your competitive advantage.

Spirited Leadership is designed for time-challenged individuals who want practical, insightful solutions to increasing their people-smarts and expanding their leadership capacity, abilities and skills to motivate and inspire excellence. *Spirited Leadership* is a reader-friendly yet a pragmatic weekly workbook for living greater, more passionately and brilliantly, while unleashing the potential, creativity, strength and determination of the human spirit to soar past your competition. *Spirited Leadership* can be used as a weekly team-building activity for creating a culture of trust, accountability and outstanding performance. *Spirited Leadership* also provides an immediate quick reference for resolving pressing situations and optimizing opportunities.

This third edition has been tweaked, edited and upgraded, much as I have been over the years. Updated behaviors, expanded thoughts and more mind-provoking questions and energy-producing applications with uplifting catchphrases have been added.

My work gets better as I get better. Isn't that wonderful? We always have a choice. I choose to trust that life is for me; it's all good and all God. As Albert Einstein wrote, "This is a friendly universe."

It's been quite an interesting ride to get to this profound revelation. It began when I shattered my head on the glass ceiling

at Exxon in the mid-eighties. Imagine a Latina chica amid the good ol' boys. Bless their hearts. I was the 1975 poster child for the EEOC — Equal Employment Opportunity Commission. I wanted success and approval so much that I did whatever it took to gain it. I scrambled up the corporate ladder in spite of the odds. I became a person of lost integrity. I do not look back at this time proudly. While achieving money, status, position and “success,” I was dying on the inside, emotionally and spiritually.

One fateful, dreary day in Houston, Texas, my manager, Ray, called me into his corner office to let me know he was blocking my sixth promotion in eleven years. I was stunned and dumbfounded. I thought I had played by their rules. When I asked why, he drew circles with his pen and simply stated he did not like my jewelry. “*Hub?*” The world that I knew came crumbling down around me. I felt like a total loser. I quit during a massive reorganization a few months later. Within a year — call it luck, synchronicity or grace — I’d been accepted at and was attending Harvard University. God is in the details. The devastating, demoralizing, humiliating experience of losing my spirit and soul at work became my launching pad for doing the work I adore today and having a beautiful, wondrous life. The universe is friendly!

What I considered punishment was simply preparation. We are always being prepared to do greater works. I now look at setbacks as simply redirection and tweaking. There are no failures, simply lessons. We are meant for greatness.

Spirited Leadership ... 52 Ways to Build Trust does not purport to be the Holy Grail. *Spirited Leadership* is, however, the first book in the *Dare to be Greater* series to help energize and transform your life from the inside out. Trust and greatness begins within.

Live greater.

Shine brighter!

We were born to make manifest the glory of God within us.

Nelson Mandela

You shall be successful.

Joshua 1:8