

# SPRING 2026

issue four

ORGANIZATIONAL  
LEADERSHIP



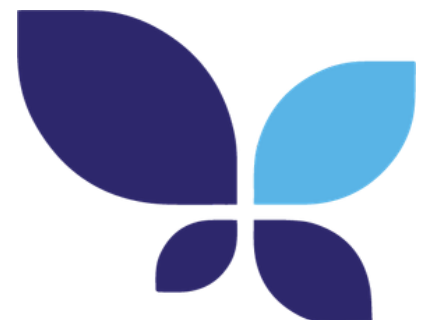
## FLOURISH NEWSLETTER

### LETTING YOUR LIGHT SHINE: PART 2

*If you missed Part 1 - 'Playing It Small' click the link at the bottom of page two*

We know so many people who downplay their ability to lead, or who are hesitant to claim their leadership because they think they need to be “more” first. They think they need to wait for the perfect moment, the perfect credentials, or the perfect set of circumstances. But we are here to tell you: You don't need to wait. Leadership starts right where you are, with what you have, and who you are right now.

**Leadership starts  
right where you are**



First, let's talk about leadership. Too often, we get caught up in thinking leadership is something that's far away, something you have to earn, or a title that needs to be given to you. But we want to challenge that notion. **Leadership is not about being in charge - it's about showing up and making a difference where you are.**

Leadership is found in the way you speak up, in the way you make decisions, in the way you advocate for others. It's found in the way you handle challenges and inspire those around you, even when things aren't perfect. **A bloom doesn't wait for ideal conditions - it grows because it has the will to grow.**

Think about your own life: you're already leading. If you're showing up for your family, your business, or your community - you are leading. So...

- Are you doing it intentionally?
- Are you shining your brightest - developing your leadership, or just going through the motions?

### **Leadership requires intention.**

Start by asking yourself: In what ways can I let my light shine?

First of all, letting your light shine is about listening to yourself and showing up. It's about being present, hearing others, and giving your time and energy to a cause greater than yourself. It's about bringing your voice to the table, offering your perspective, and supporting others who are working toward the same goal. It's about looking around and saying, "How can I help?" instead of waiting for someone else to step up. It's about the one little thing you can do in a day (for yourself and/or for others) that helps you glow.

To be con't... (Read next month for 4 tips on 'Letting Your Light Shine')

[Click to read PART 1 of 'Playing It Small'](#)

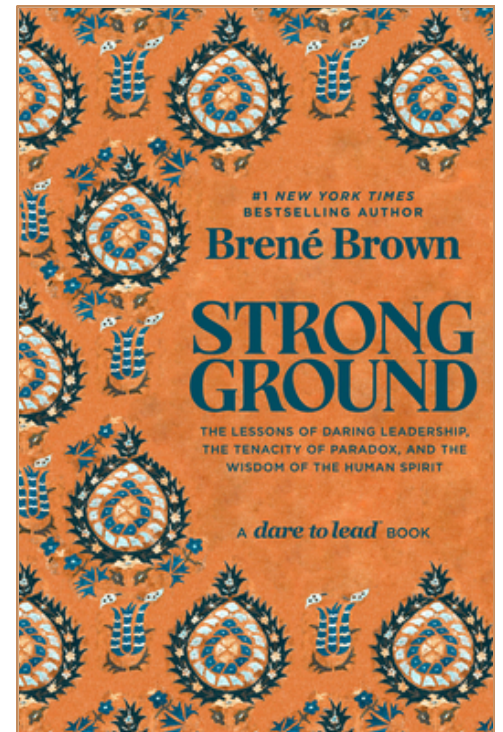


# Beth & Tim's Book Look

## STRONG GROUND

**MAIN IDEA:** Strong Ground is about staying rooted when leadership and life feel like they are changing at an unmanageable pace. Brené Brown argues that clarity, boundaries, and values are the real sources of strength, not performative toughness. The book invites readers to stop performing strength; and instead practice grounded courage (especially when the stakes are high).

**COOLEST IDEAS IN THIS BOOK:** Her chapter on 'Mission Clarity' is a true gem. She shows how clear purpose reduces conflict and helps leaders make cleaner, braver decisions. Another interesting point is her emphasis on “clean pain” versus “quiet avoidance” which also lands hard and true.



**Why Would you Read It?** If you enjoy Brené Brown's work, this book is worth reading. It pulls together familiar ideas with a firmer, more direct tone. Don't expect a lot of new material, but *do* expect a sharper push toward practice rather than reflection. The new material is leaner and a bit harsher in tone, more about practice than permission. This one feels less like a warm blanket and more like solid ground under your feet.

# LEADING WITH OUR INSECURITIES



All leaders have insecurities. Leaders who focus on values, mission and their vision and keep those priorities at the front, are much less likely to give in to their worries. The approach and behaviors speak loudly about the leader's effectiveness.

A good example of this is the leader who is overly concerned about making mistakes so they harshly punish the mistakes of their team and stifle initiative and creativity. Another example is the leader who has to take credit for staff's work because they are afraid they will be out-paced.

**The best leaders identify their insecurities but don't allow them to drive their leadership behaviors.**

There are a couple of challenges here for leaders. First, to identify your areas of insecurity. Look for the things that bug you. What gets your blood pressure up? In and among these items are clues to your own insecurities. Next, make a plan with yourself for the behavior you want when these insecurities poke out. Finally, focus on what you want more of; your values, vision and mission. This takes a little thought and soul searching and maybe even some discussion with a trusted support person or an executive coach!

Click [here](#) to schedule a coaching consultation!

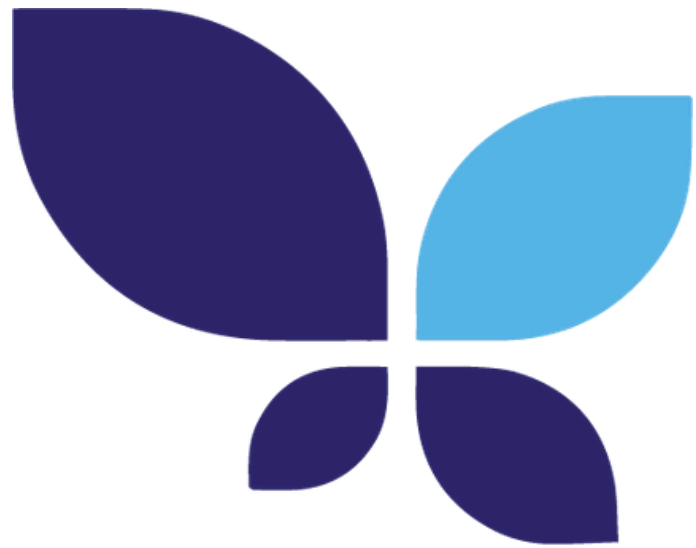
Learn how **identifying insecurities** can make you a better leader



# ONE LAST THOUGHT...

“COURAGE STARTS  
WITH SHOWING UP  
AND LETTING  
OURSELVES BE SEEN.”

-BRENÉ BROWN



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