

LEADERS ANONYMOUS

At-a-Glance
by Joe Smerkers

What is L.A.?

Leaders Anonymous is a community of senior executives who meet together to share their experiences, hopes and frustrations. It is an oasis, a safe place where executives can reflect in confidence and anonymity, and continue to evolve as leaders of change.

Our group purpose is to foster meaningful organizational change, and to make a difference in the lives of those we affect. Our vision is to one day see a leader of change in every executive seat.

How was L.A. started?

Leaders Anonymous was founded in 1995 by a management consultant exhausted from trying to change others and from failing to achieve meaningful change within client organizations. Several senior executives shared similar feelings and together they formed L.A. to help themselves and others gain and maintain the personal strength and wisdom to continue to evolve as leaders of change.

What is our premise?

Many of the frustrations leaders are feeling have to do with an inability to get other people to do what they, the senior executive, believes is appropriate. Some executives try to change the basic underlying assumptions of their employees through training programs. Others embrace reward and management systems that seek

to control and manipulate. When these fail they end up trusting no one and live marginless lives trying to hold it all together.

There is an alternative path, one that offers the hope of *both* personal and professional well-being. It has fewer if any prescriptive methodologies, and will not be easy. It requires the courage to let go of 'trying to change others,' the self-confidence to rebuild the organizational culture on a foundation of 'individual choice,' and the inner strength to continue the 'honest pursuit of our dreams.' Leaders Anonymous provides support for this journey.

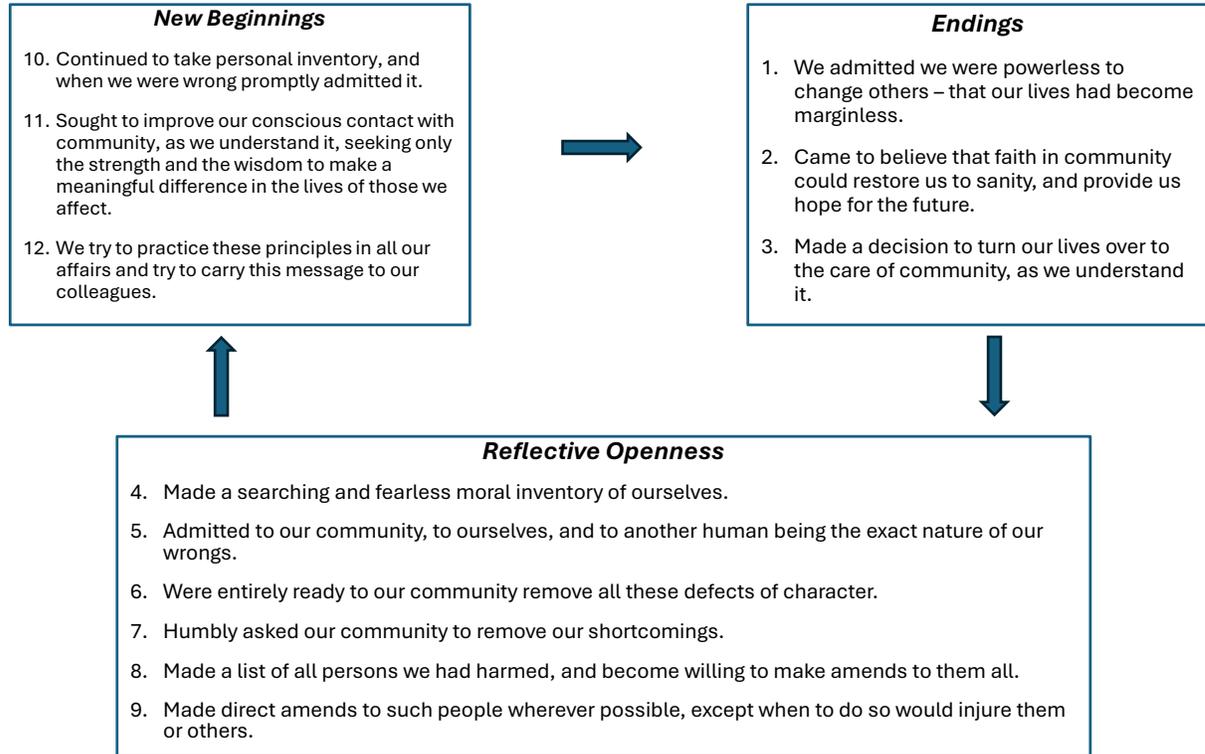
What do we do at meetings?

Leaders Anonymous is a program of total abstinence from 'trying to change others.' We meet as peers to talk, reflect on our own assumptions, share strength and work through The Twelve Steps of Leaders Anonymous.

How is L.A. supported?

There are no dues or fees for L.A. membership. Leaders Anonymous is self supporting through the contributions of members. Funds are used to carry our message, to learn and innovate, and to serve our community.

THE TWELVE STEPS OF LEADERS ANONYMOUS



THE TWELVE STEPS OF ALCOHOLICS ANONYMOUS

1. We admitted we were powerless over alcohol-that our lives had become unmanageable. 2. Came to believe that a Power greater than ours could restore us to sanity. 3. Made a decision to turn our will and our lives over to the care of God, as we understand Him. 4. -Made a searching and fearless moral inventory of ourselves. 5. Admitted to God, to ourselves and to another human being the exact nature of our wrongs. 6. Were entirely ready to have God remove all these defects of character. 7. Humbly asked Him to remove our shortcomings. 8. Made a list of all persons we had harmed, and became willing to make amends to them all. 9. Made direct amends to such people wherever possible, except when to do so would injure them or others. 10. Continued to take personal inventory and when we were wrong promptly admitted it. 11. Sought through prayer and meditation to improve our conscious contact with God, as we understood Him, praying only for knowledge of His will for us and the power to carry that out. 12. Having had a spiritual awakening as the result of these steps, we tried to carry this message to alcoholics, and to practice these principles in all our affairs.

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