

PERSONAL LEADERSHIP MANIFESTO

**TARA SUTHERLAND
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I COMMIT TO LIVING OUT OF THE COMFORT ZONE.

I enjoy watching, and participating, in people's achievements and successes.

For many years I was a Scuba Dive Instructor.

When you are teaching someone to dive, you are not just teaching them a new skill, you are yanking them out of their comfort zone and taking them somewhere they have never been doing something they were not designed to do.

I will forever be grateful for the people that allowed me to do that and then thanked me afterwards.

I believe that difficulty creates an opportunity to listen to all voices and embrace change.



I COMMIT TO BEING AUTHENTIC.

I have many parts – good, bad, strong, weak, courageous and scared. All these parts are genuine, and I stand proud of them.

I make decisions aligned with my values and beliefs and when I make a promise, I keep it.

I am vulnerable, open hearted and open minded but I do have boundaries and I will walk away from toxic situations.

I believe that authenticity breeds trust and teams will trust that I am real.



I COMMIT TO CLEARING A PATH.

My mother had some great sayings;

- there's more than one way to skin a cat
- you catch more flies with honey than you do with vinegar
- you eat an elephant one tiny bite at a time

These sayings show that the path might not be straight. It might not be the path we expected. But we can change how we are working anytime we choose.

We need to be able to voice the need for change.

For my team and I to be successful, obstacles and challenges need to be moved, avoided or blown the hell up.

I believe that being effective and engaged in what we do relies on the removal of barriers and the creation of systems enabling success.



I COMMIT TO BEING CONNECTED.

During Lockdown 2020, we spent a lot of time with our colleagues on Teams and Zoom. We saw life behind the screen; piles of washing, kids yelling, cats on keyboards and other camera non-friendly situations. We checked in on each other more regularly. When we asked, **“how are you?”**, we meant it and listened to the response.

I value that change in how we are connected, it has made us stronger as a team and nicer humans overall.

My team isn't here for me, I am here for my team.

Whether I am leading, managing or a participant, I am here to listen, support, advise, challenge, develop, inspire and reward.

I believe in serving others and helping my team be their best self at home, work and wherever they choose to hang out

