



# The Leadership Catalyst: A New Paradigm for Helping Leadership Flourish in Organizations

*Kevin M. Zachery*

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Just as two chemicals in a solution suddenly become more than they were with the addition of a catalytic substance, organizations can become more than they were with the addition of Leadership Catalysts—people who create, develop, or inspire improved leadership behavior and performance in others. By being mindful, connected, intentional, generative, and heretical, Leadership Catalysts become force multipliers and help create Leadership in Depth in their organizations—contributing more powerfully to their organization's success. Lao Tsu, a 6th century B.C. Chinese sage and author of Tao Te Ching captures the essence of being a leadership catalyst in the following passage: With the best of leaders, When the work is done, The project completed, The people all say, "We did it ourselves."

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