Leadership

Are You an Insightful Leader?
Hot Topics in Leadership

- Diversity
- Millennials
- Emotional Intelligence
- Networking
Leadership
Insightful → Self Aware → Effective

- Are you self-aware?
- Are you aware of the impact you have on others?
- Do you know what really matters to you?
- Do you behave in alignment with your core purpose and values?
- Do you express yourself authentically?
Leadership...A Rainbow of Color
Fiery Red in leadership can...

- Be direct
- Be quick to see the pros and cons
- Be pragmatic
- Be quick to initiate action
- Demonstrate a sense of urgency
Sunshine Yellow in leadership can...

- Imagine “what could be”
- Be enthusiastic and appreciative
- Involve people
- Create stimulating group discussion
- Act as a catalyst for future growth
Earth Green in leadership can:

- Consider values, opinions and beliefs
- Be careful not to overuse authority
- Create the ideal environment
- Be helpful and supportive
- Respect others’ choices
Cool Blue in leadership can...

- Use logical reasoning to make decisions
- Give others time to think
- Be thoughtful and considerate
- Process information methodically
- Be precise
Cool Blue
Uses data as the jumping off point and brings the gift of intense analysis

But...
May get stuck in an analysis loop. Give action a go!

Fiery Red
Has sparks of genius and is happy to embrace unusual ideas

But...
May rush to commit to an idea through impatience for action

Earth Green
Accepts that the best ideas may take time to emerge

But...
 Might be hesitant to embrace the new and reluctant to share ideas

Sunshine Yellow
Dreams freely, unencumbered by practical considerations

But...
 May have too many ideas, making it tough to commit to one
Suppose something was cut away.
Remove focus, drive, initiative:
Poor results, low confidence, dependency
Remove vision, inspiration, enthusiasm:
Little or no innovation, stagnation, lack of collaboration
Remove respect, listening, care for others:
Low engagement, poor morale, high turnover
Remove planning and process:
Carelessness, disorganization and lack of structure
A Balanced Leader
Sustainable, high performance
8 Dimensions of Transformational Leadership
Results Leadership
Gets things done, sustains commitment throughout a process, initiates, delivers, completes.

Centred Leadership
Is self-aware, demonstrates authenticity, nurtures self-worth, embodies integrity and clear sense of purpose.

Visionary Leadership
Sees possibilities, applies creative foresight, is a pioneer, inspires through communication.

Relationship Leadership
Creates community, cultivates collaboration, develops others to release the potential of individuals and groups.

Four Manifestations of Leadership
Agile Thinking

Engaging different thinking modes

1. Systems Thinking
2. Possibility Thinking
3. Gut-feel Judgment
4. Logical Analysis
5. Evidence-based Thinking
Leading From Within

Being yourself and taking a lead in your own life

1. Self Awareness
2. Self Esteem
3. Being on Purpose
4. Authenticity
5. Resilience to Stress
Facilitating Development

Nurturing the growth of self and others

1. Commitment to Learning
2. Active Listening & Inquiry
3. Constructive Feedback
4. Coaching for Results
5. Mentoring & Role Modelling
Fostering Teamwork
Collaborating to build effective relationships

1. Team Building
2. Empowering People
3. Leveraging Diversity
4. Managing Conflict
5. Collaborating & Partnering
Communicating With Impact

*Inspiring & influencing with emotional awareness*

1. Emotional Competence
2. Getting the Message Across
3. Passion & Enthusiasm
4. Motivating and Inspiring
5. Influencing & Negotiating
Creating a Compelling Vision

Determining a winning direction

1. Pioneering Visionary
2. Grounding the Vision
3. Creativity & Innovation
4. Enrolling Others
5. Making Strategic Choices
Leading Change

*Initiating and directing transitions*

1. Cultural & Political Awareness
2. Challenging the Status Quo
3. Designing the Change Process
4. Being Decisive & Tough Minded
5. Drive & Persistence
Delivering Results
Planning & executing for success

1. Outcome Focused
2. Accountability & Ownership
3. Executing Effective Processes
4. Action Orientation
5. Exceeding Customer Expectations
Value of Emotional Intelligence for Leaders

Being Insightful helps leaders:

- Understand and leverage their strengths
- Become aware of what they are not good at and seek support
- Take responsibility for the impact of their behavior on others
- Cultivate capacity for self-evaluation
- Shift from reaction to right action
Questions/Discussion