

Leadership

Are You an Insightful Leader?



Hot Topics in Leadership

- ▶ Diversity
- ▶ Millennials
- ▶ Emotional Intelligence
- ▶ Networking

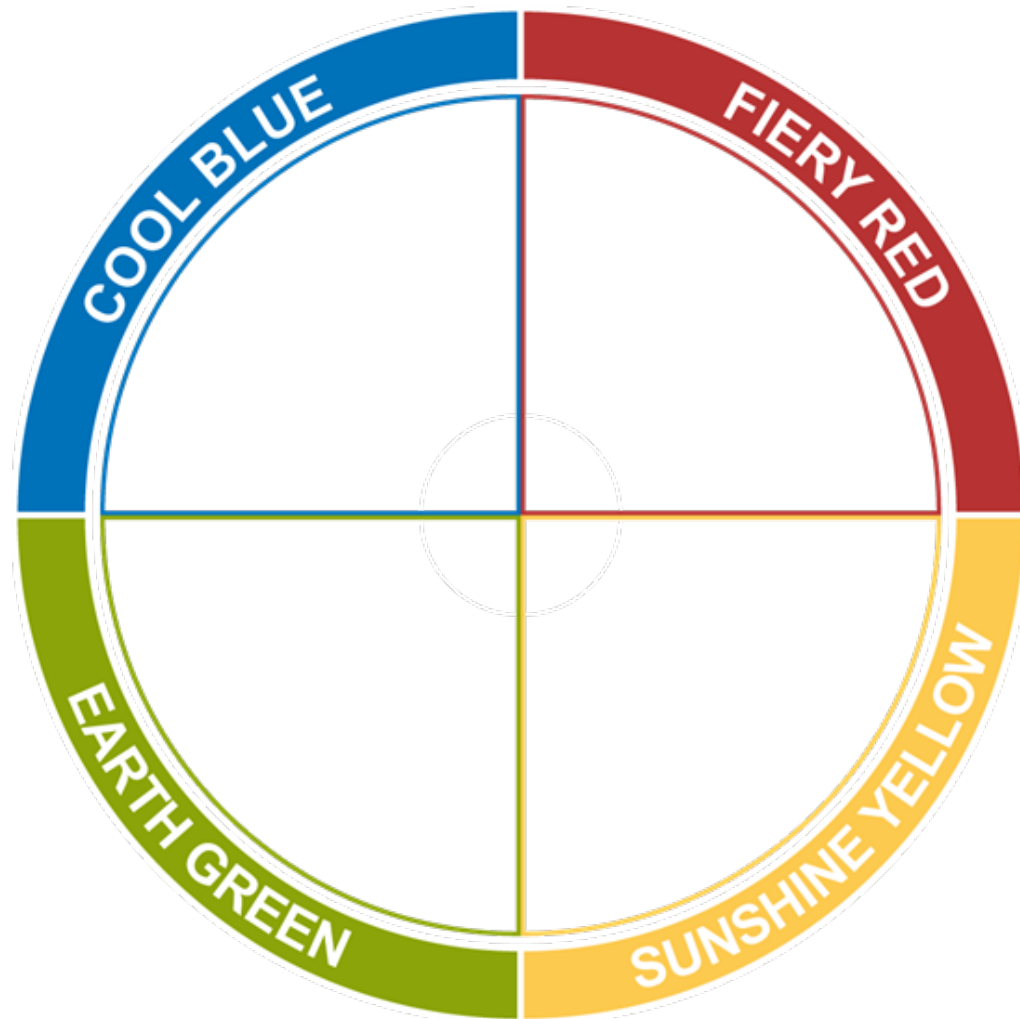


Leadership

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

When Colour
Energies Meet
Innovation ...

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

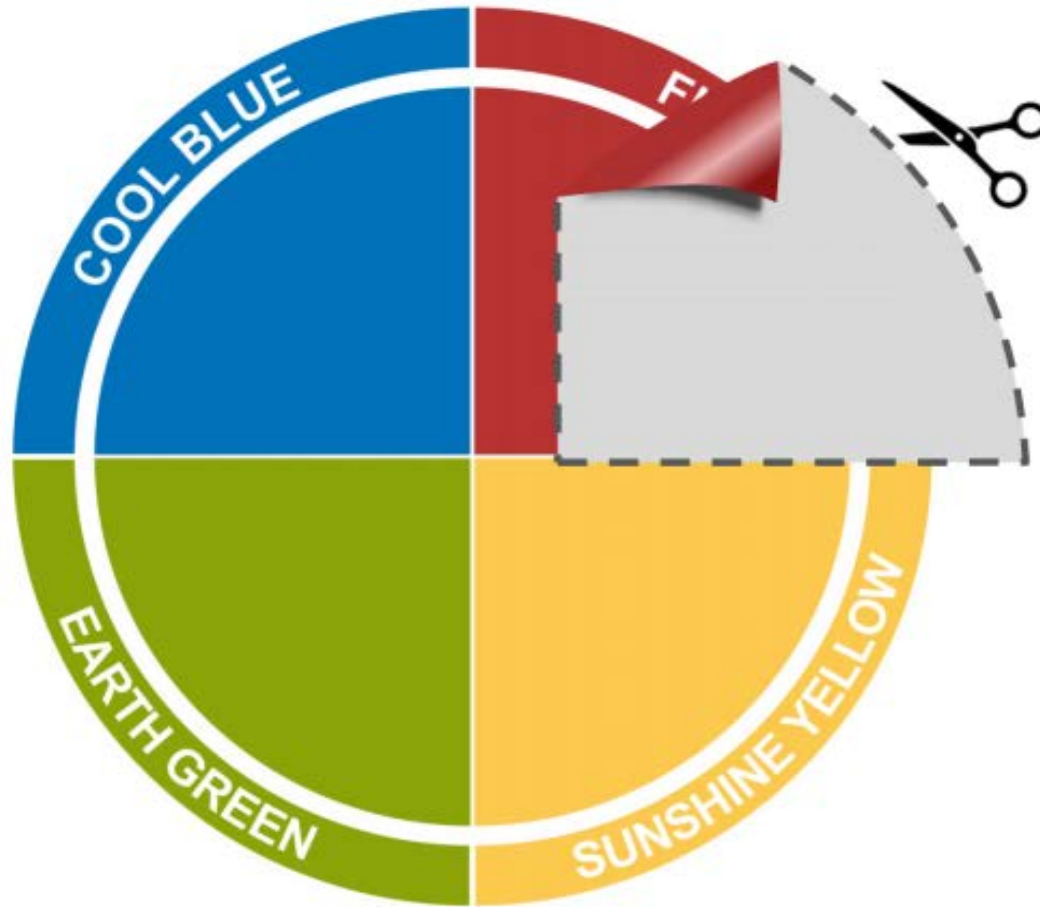
Dreams freely, unencumbered by practical considerations

But...

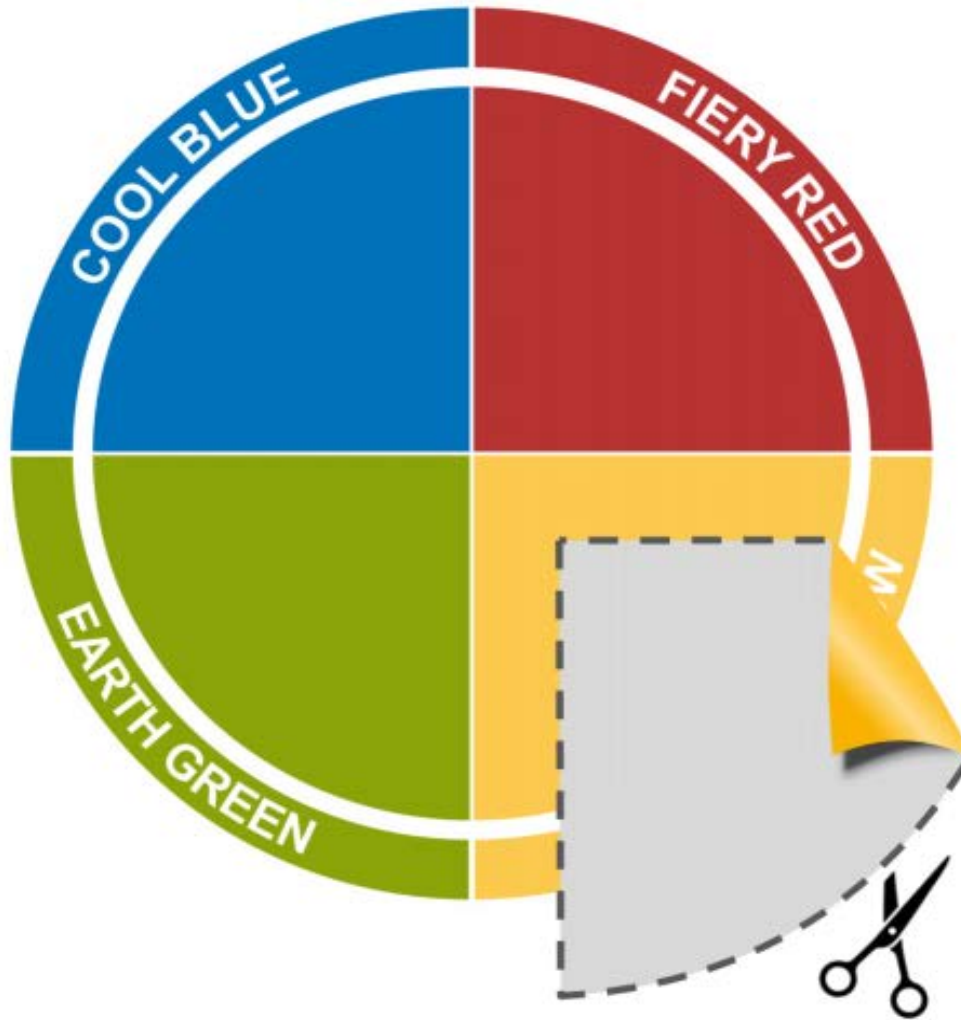
May have too many ideas, making it tough to commit to one

**Suppose something
was cut away**

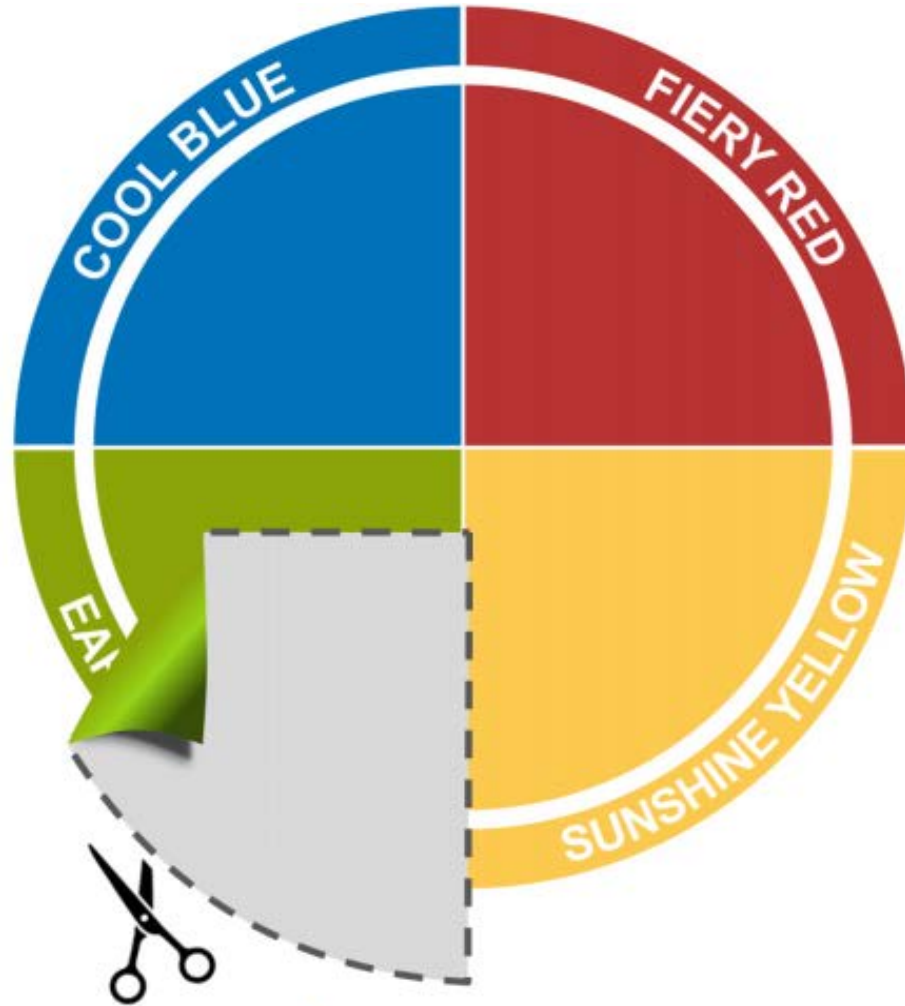




Remove focus, drive, initiative:
Poor results, low confidence, dependency

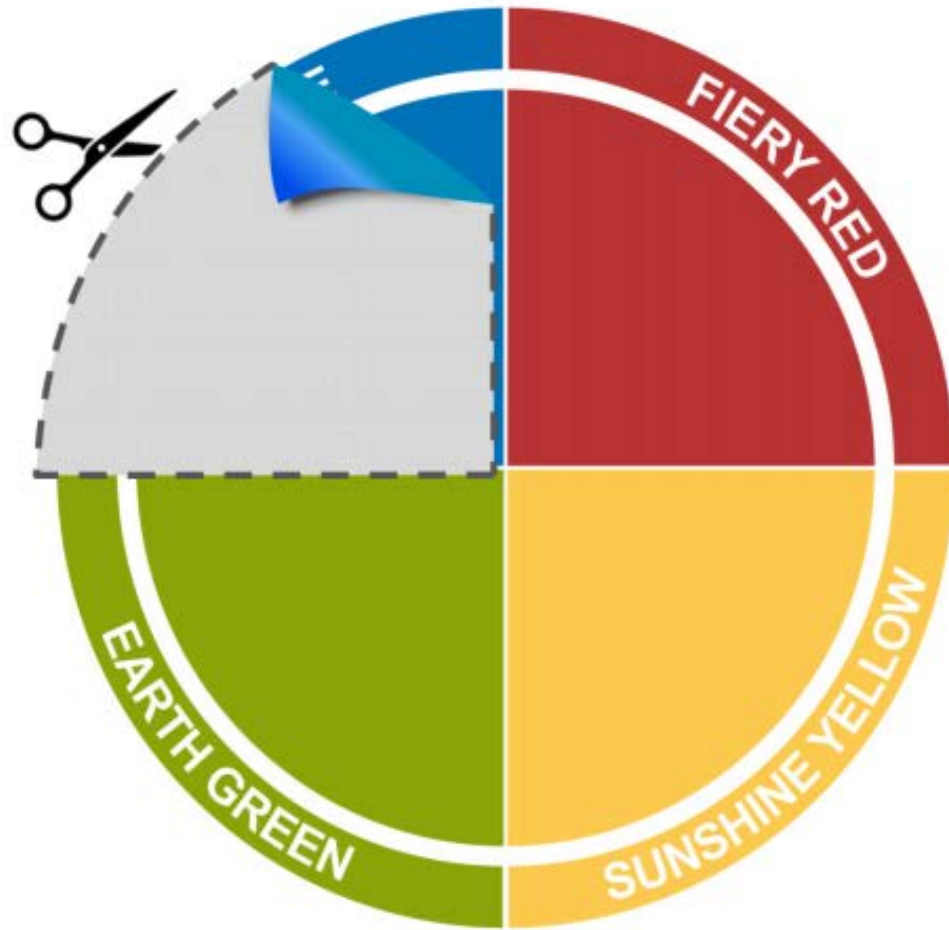


Remove vision, inspiration, enthusiasm:
Little or no innovation, stagnation, lack of collaboration

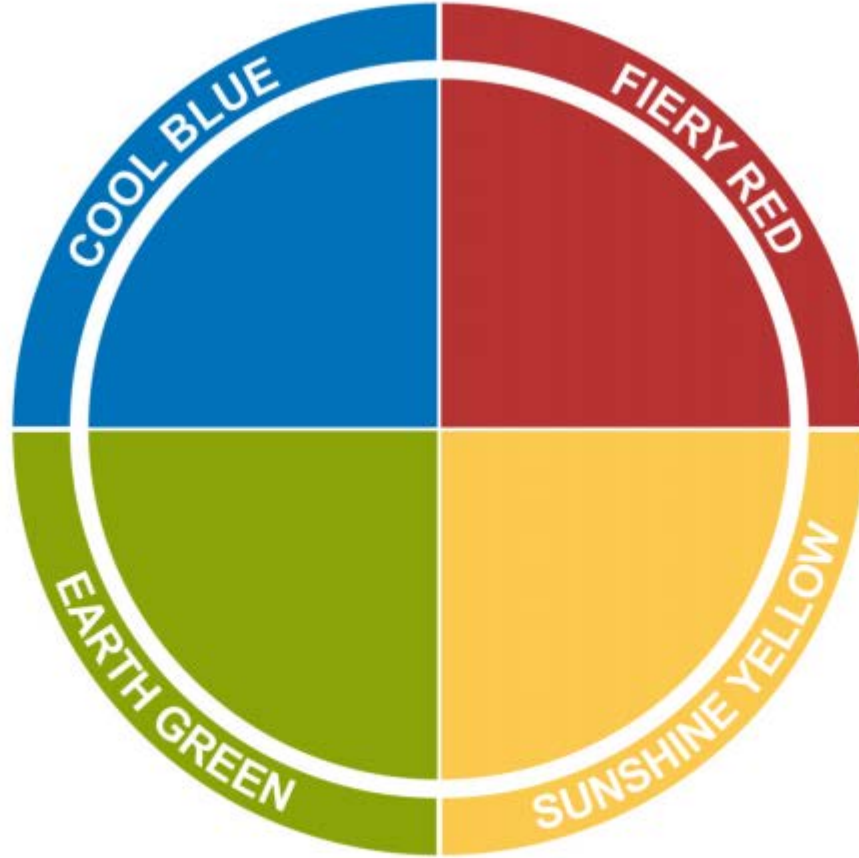


Remove respect, listening, care for others:

Low engagement, poor morale, high turnover



Remove planning and process:
Carelessness, disorganization and lack of structure



A Balanced Leader
Sustainable, high performance

Cool Blue Energy in
Leadership on a 'Good Day'

Diligent
Consistent
Thoughtful
Principled
Objective

Fiery Red Energy in
Leadership on a 'Good Day'

Determined
Focused
Proactive
Courageous
Purposeful



Earth Green Energy in
Leadership on a 'Good Day'

Appreciative
Respectful
Valuing
Service-oriented
Accommodating

Sunshine Yellow Energy in
Leadership on a 'Good Day'

Empowering
Engaging
Encouraging
Adaptable
Dynamic

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.

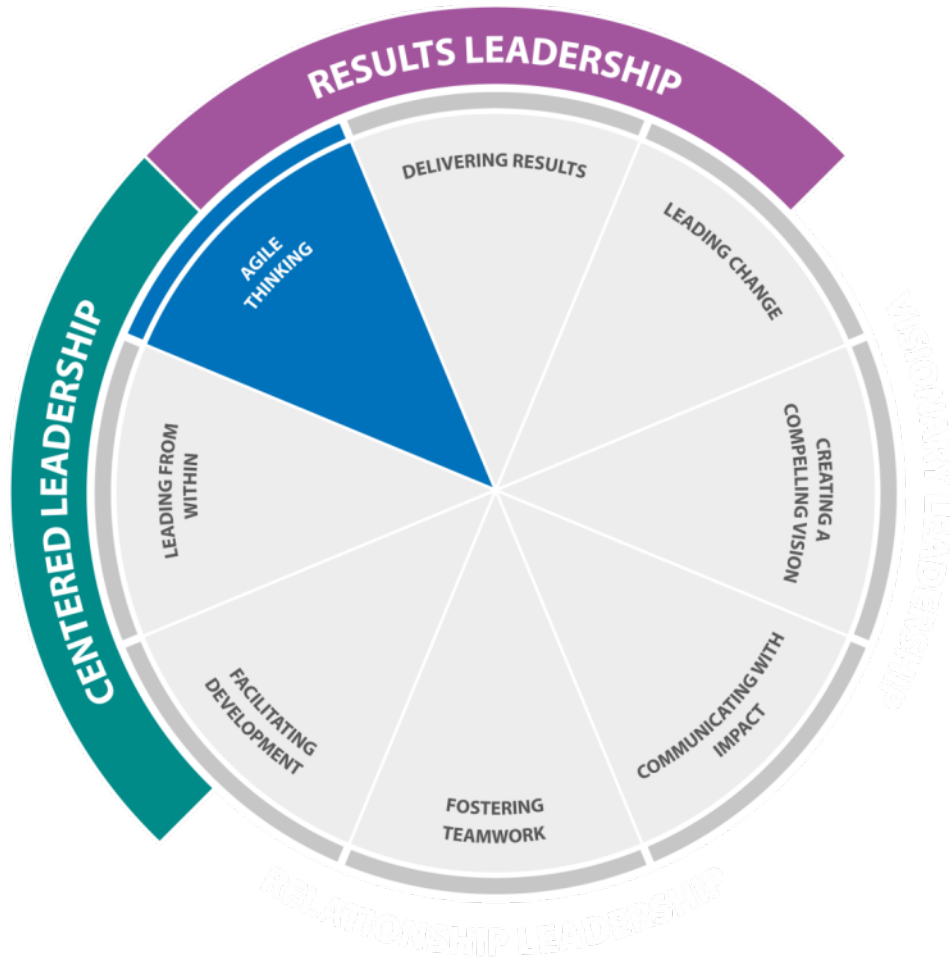


Visionary Leadership

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

Relationship Leadership

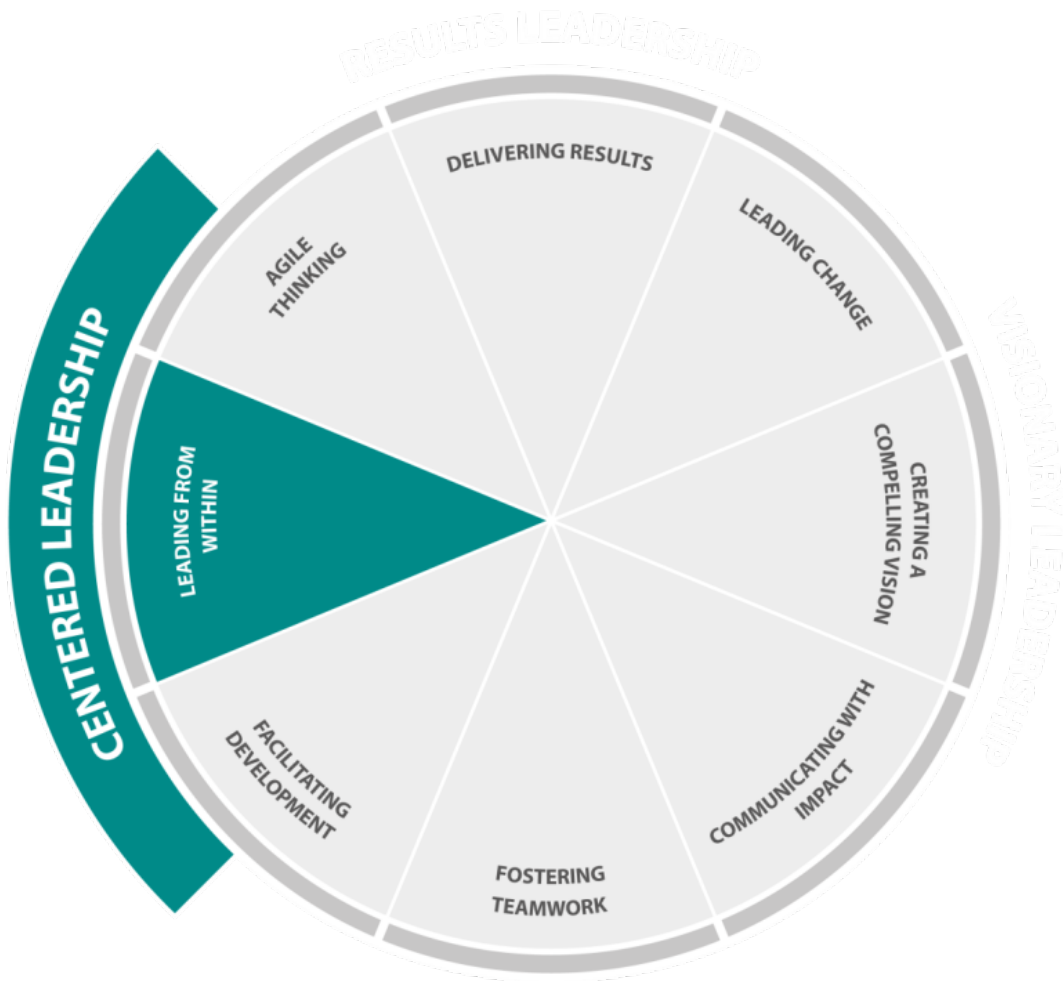
Creates community, cultivates collaboration, develops others to release the potential of individuals and groups.



Agile Thinking

Engaging different thinking modes

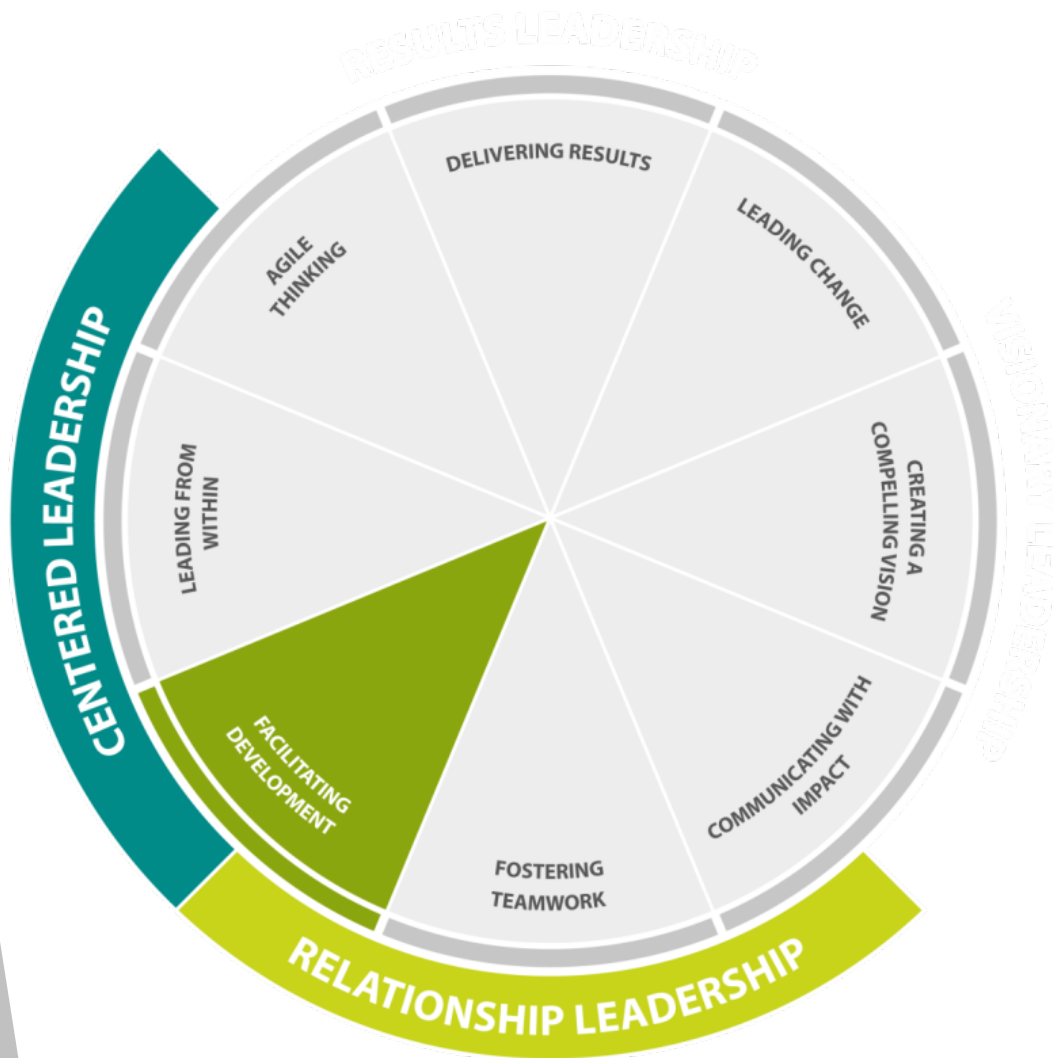
1. Systems Thinking
2. Possibility Thinking
3. Gut-feel Judgment
4. Logical Analysis
5. Evidence-based Thinking



Leading From Within

Being yourself and taking a lead in your own life

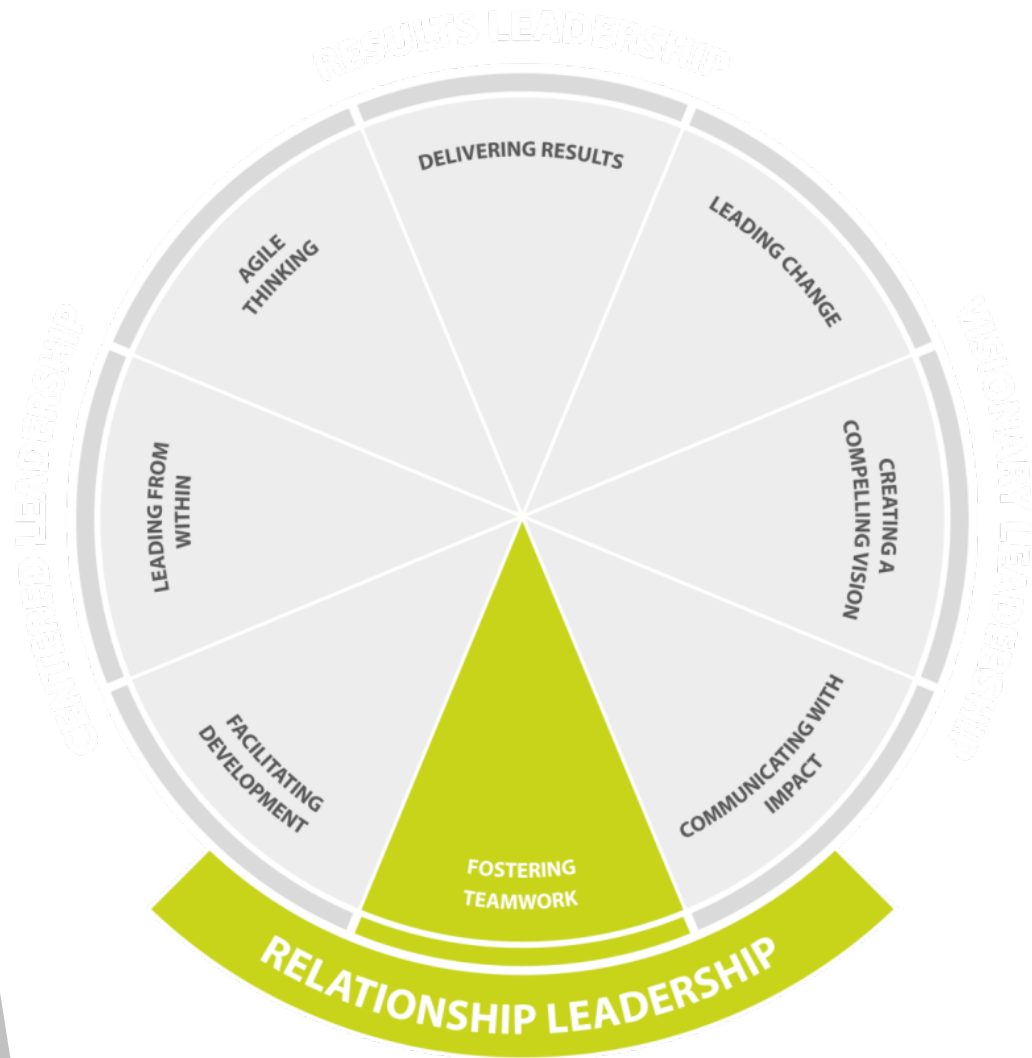
1. Self Awareness
2. Self Esteem
3. Being on Purpose
4. Authenticity
5. Resilience to Stress



Facilitating Development

Nurturing the growth of self and others

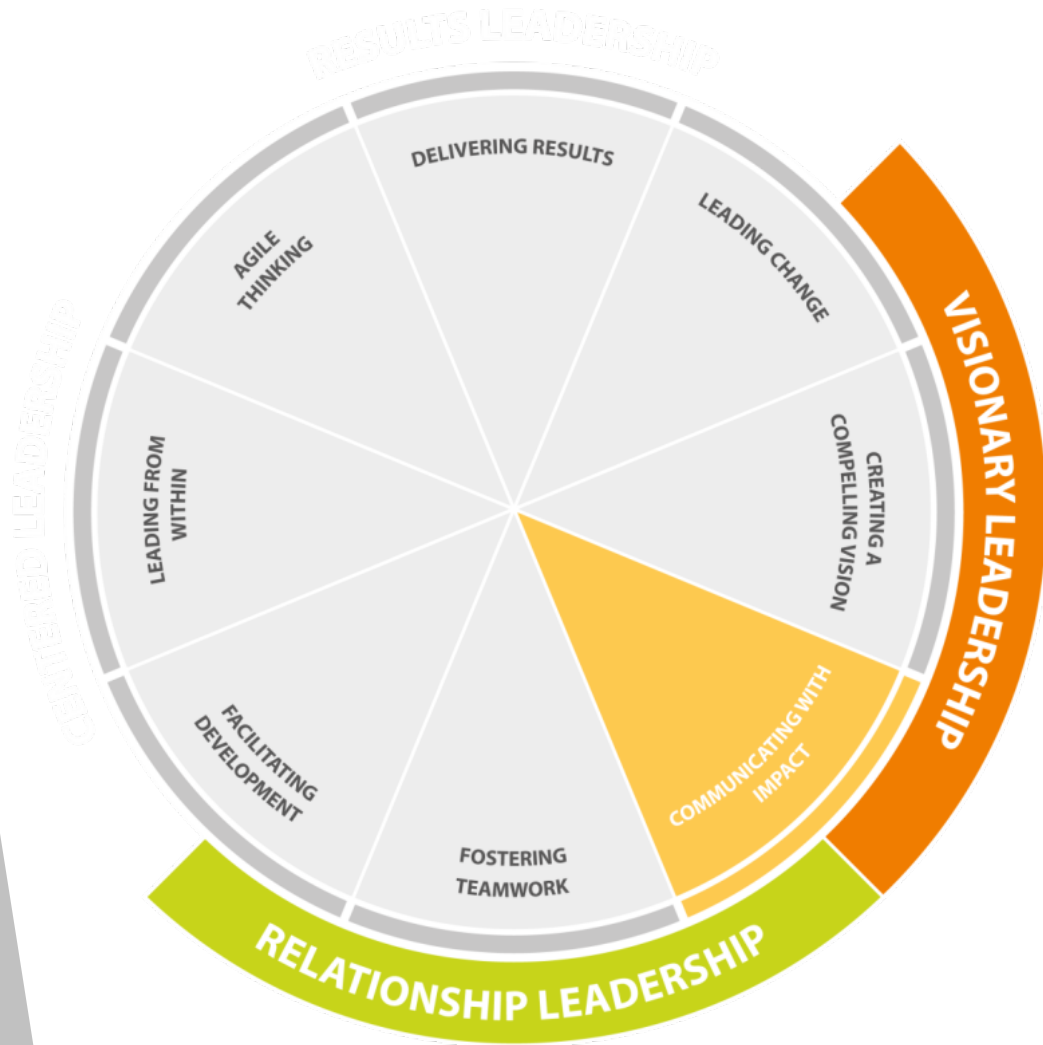
1. Commitment to Learning
2. Active Listening & Inquiry
3. Constructive Feedback
4. Coaching for Results
5. Mentoring & Role Modelling



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

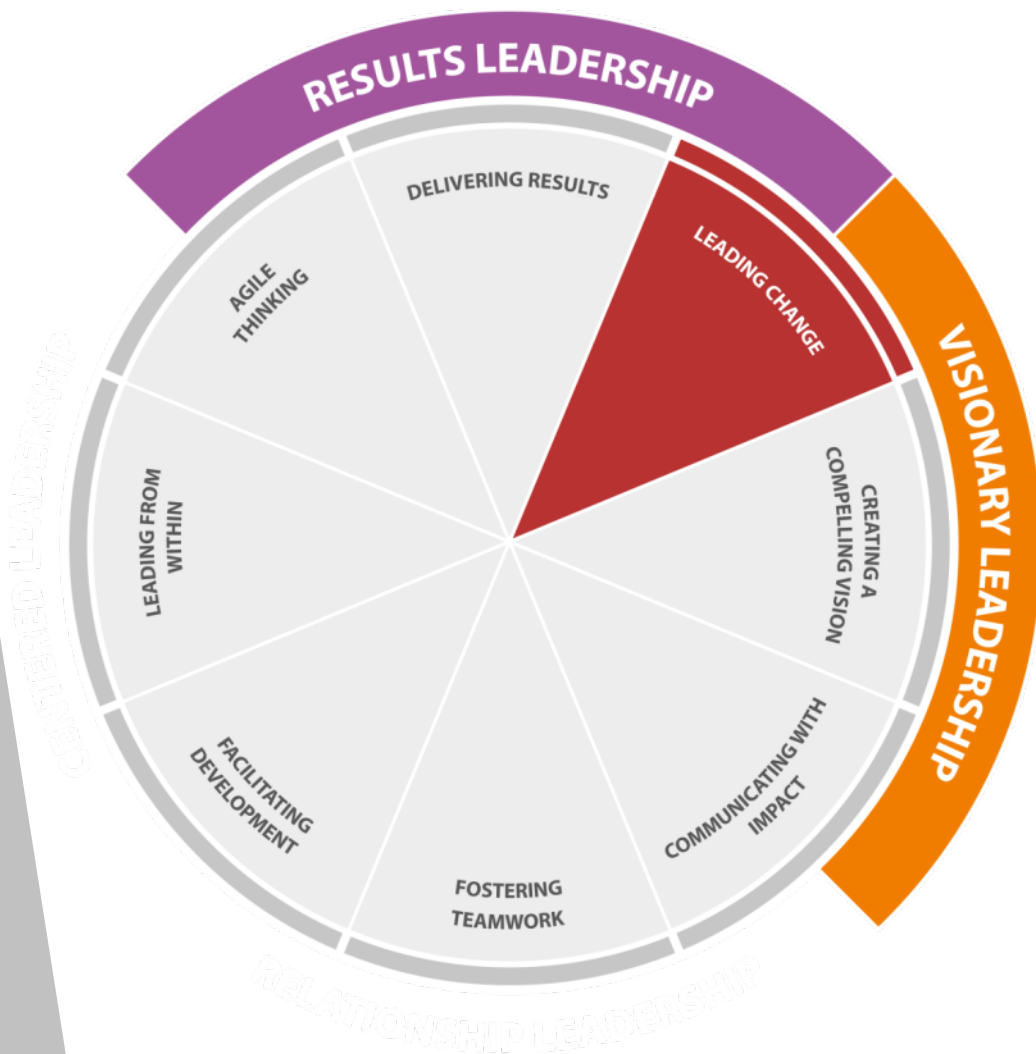
1. Emotional Competence
2. Getting the Message Across
3. Passion & Enthusiasm
4. Motivating and Inspiring
5. Influencing & Negotiating



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

