



TRANSFORMATIVE LEADERSHIP: ELEVATING YOUR VOICE & INFLUENCE

PRESENTED BY: COLLEEN SLAUGHTER



MEET THE PRESENTER

Colleen Slaughter

Colleen Slaughter uses her expertise to guide international leaders as they attain the clarity, courage and self-confidence necessary to realize higher levels of productivity and fulfillment in both their personal and professional lives.

Colleen's purpose is to facilitate her clients' transformation from limiting beliefs and self-doubts into a deeper, more powerful knowingness of how much they - and what they envision for themselves - truly matter. Her passion is instilling leaders with the clarity, courage, and confidence they need to uncover and live their highest purpose so the whole system can flourish and evolve.

Fostering human connection and compassion, and challenging conventional mindsets are ways Colleen creates impact. Clients often attribute her calm and open nature and abilities to articulate complex subjects in easy-to-understand terms and to create a safe space as catalysts for their meaningful personal insights, increased enthusiasm at work, and deepened work relationships.



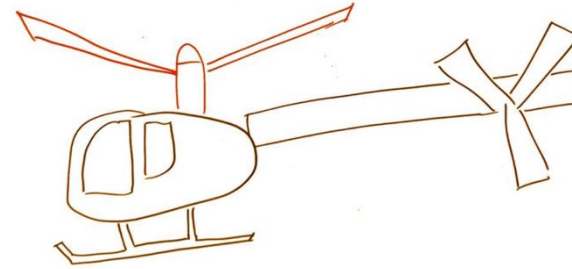
THE AGENDA

- Intros and Check-In
- Leadership Frames
- Empowerment and Influence as Values
- Trust
- Relationship Mapping
- Honest Conversations
- Check Out and Commitments
- Question & Answer Session



Check-in

"Check yourself before you wreck yourself." – Meg Cabot



How am I Feeling?

Pilots and Surgeons do a Check-in regularly. Both groups have high responsibilities for human beings – just like a leader has.

What prevents me from fully being here?

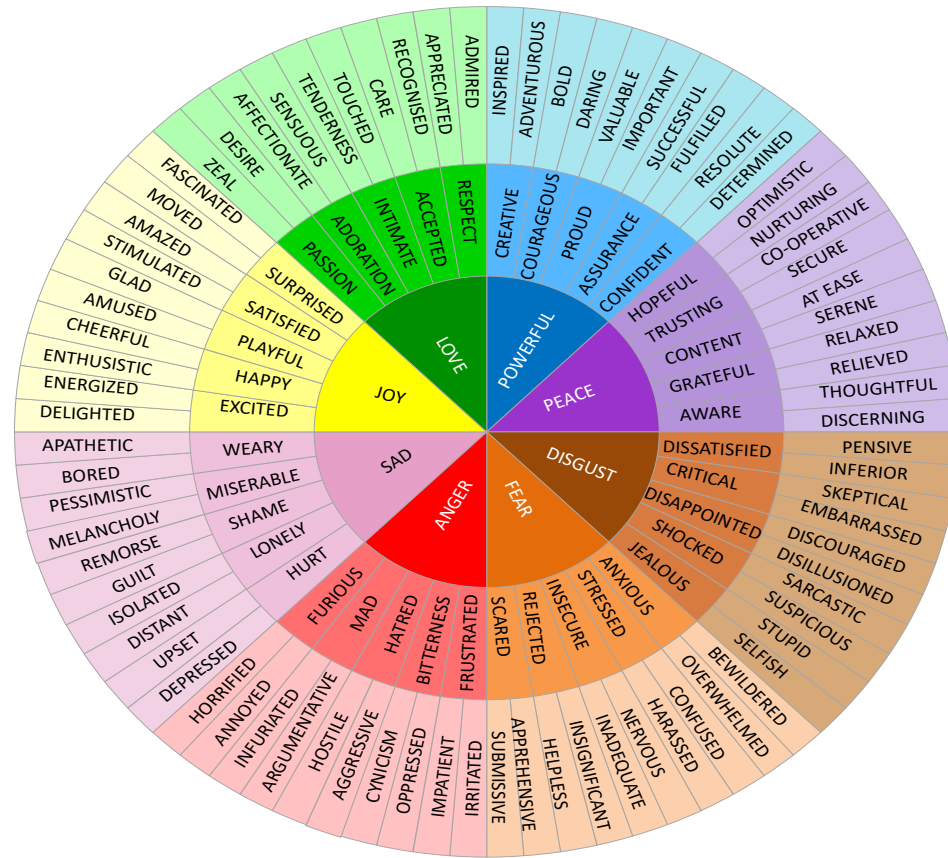
We reach a high level of awareness and care, attention and a sense for needs.

My intention for this workshop?

Recommended to start important conversations and meetings

Map of Emotions

Emotional Map



“Emotional intelligence, more than any other factor, more than IQ or expertise, accounts for 85% to 90% of success at work...IQ is a threshold competence, You need it, but it doesn't make you a star. Emotional intelligence can.”

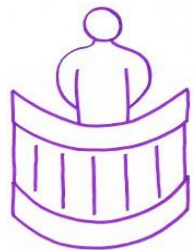
- Warren G. Bennis

Source: Jason Dawn, Aberkyn

“To diagnose a system or yourself while in the midst of action requires the ability to achieve some distance from those on-the-ground events.”

– Dr. Ron Heifetz

- An important skill to enable our personal and professional growth and effectiveness is what Harvard Professor Heifetz calls *“being on the balcony and in the dance at the same time.”*
- This skill of reflective action will help you to manage the complexity and pace of day-to-day activity while also being conscious of the big picture, emerging patterns, and the dynamics of broader systems at all levels (i.e., interpersonal, team, organization)
 - Dance: engaged into day-to-day conflict
 - Balcony: higher view that allows us to awaken to our highest aspirations and visions



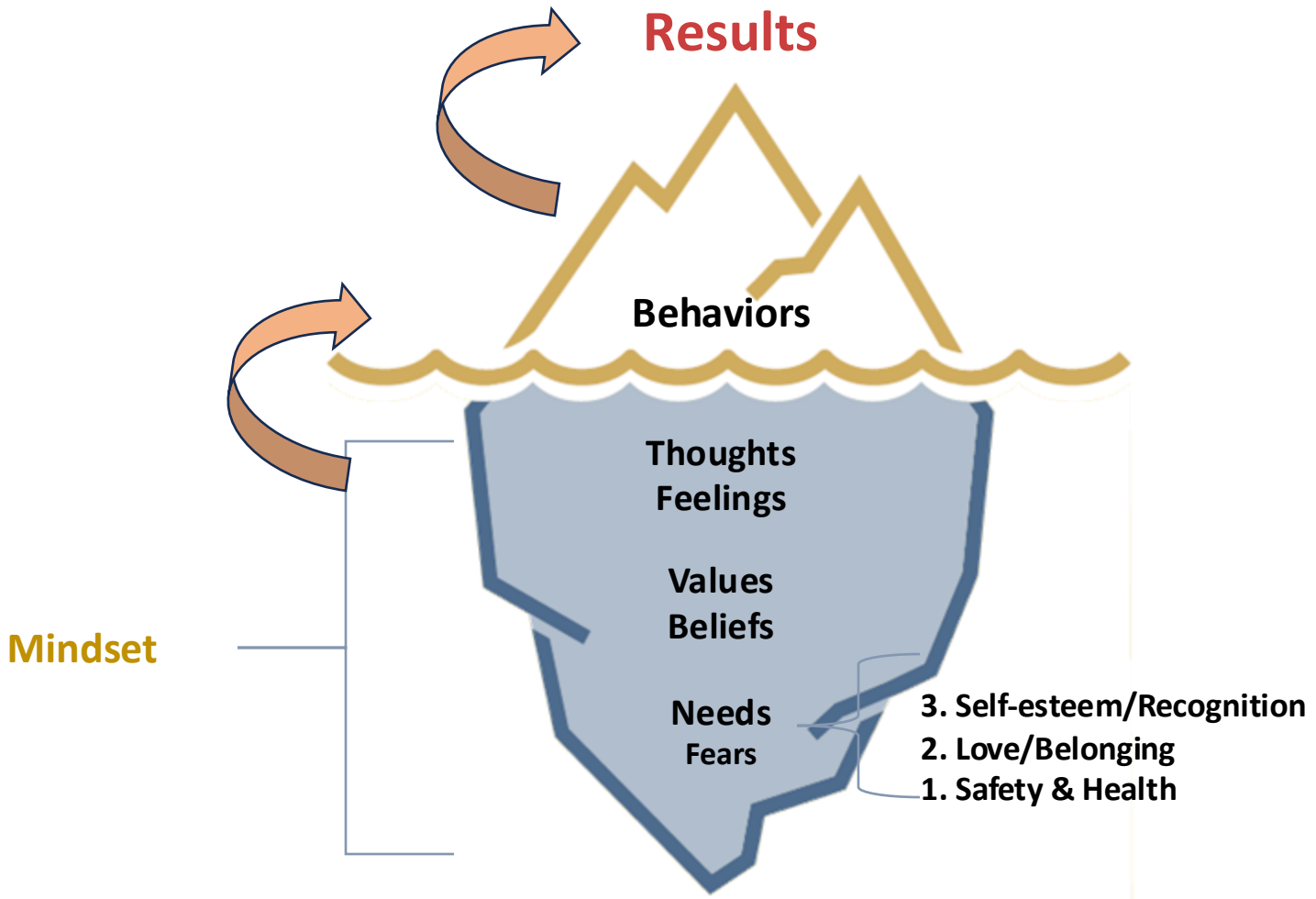
ON THE
BALCONY

AND

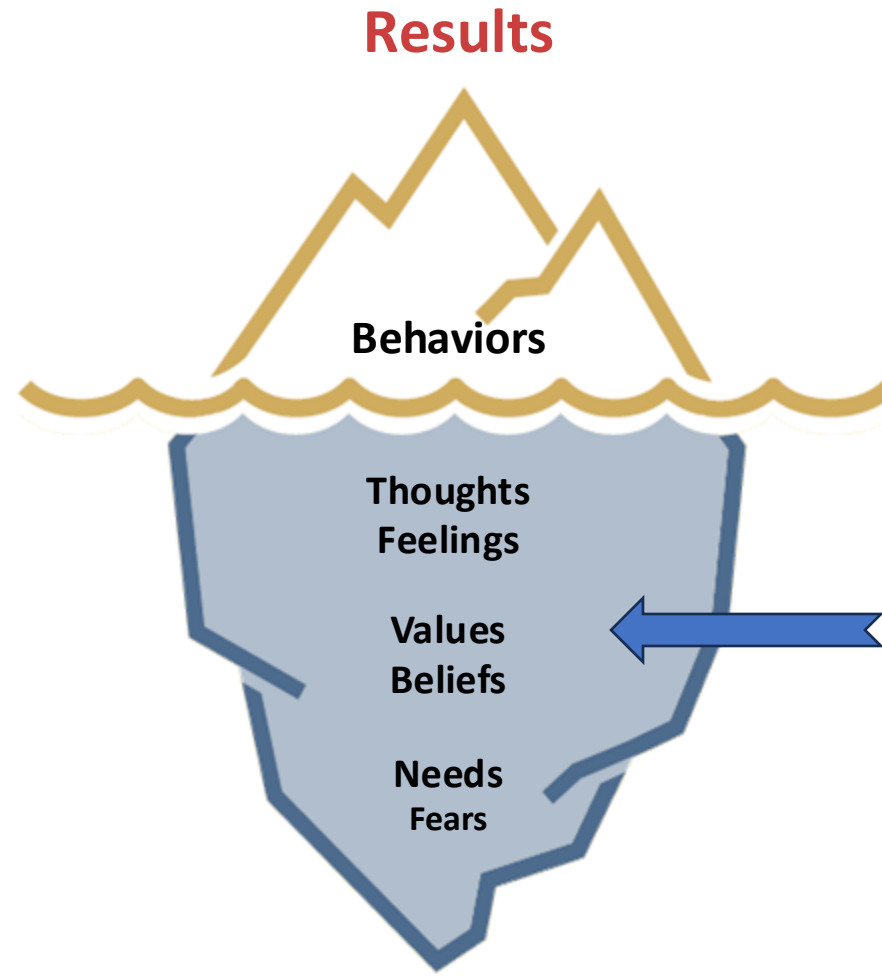
IN THE
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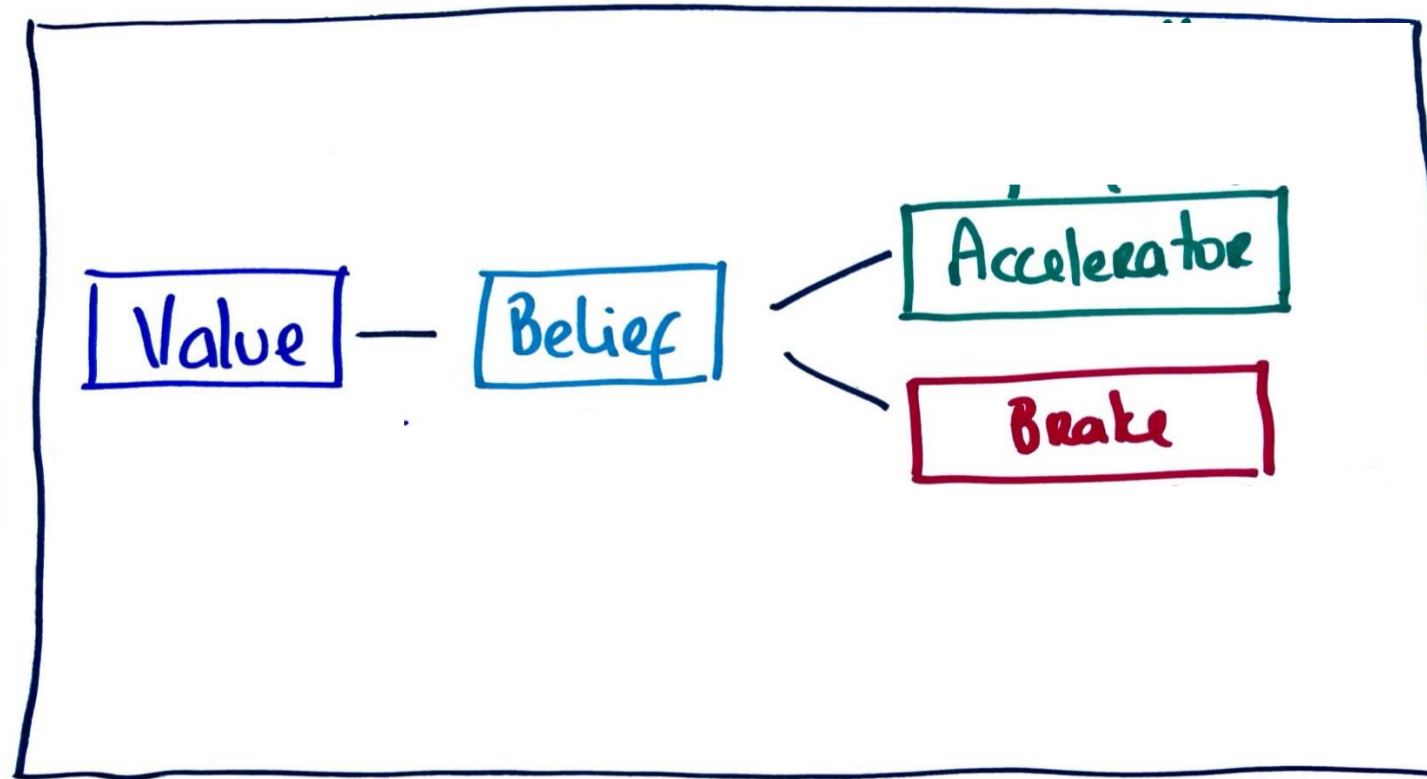
Iceberg Model (1/2): Our Results are Driven by Our Mindset



Iceberg Model (4/4): Our Values are Important Part of Our Mindset and Therefore Drive our Results

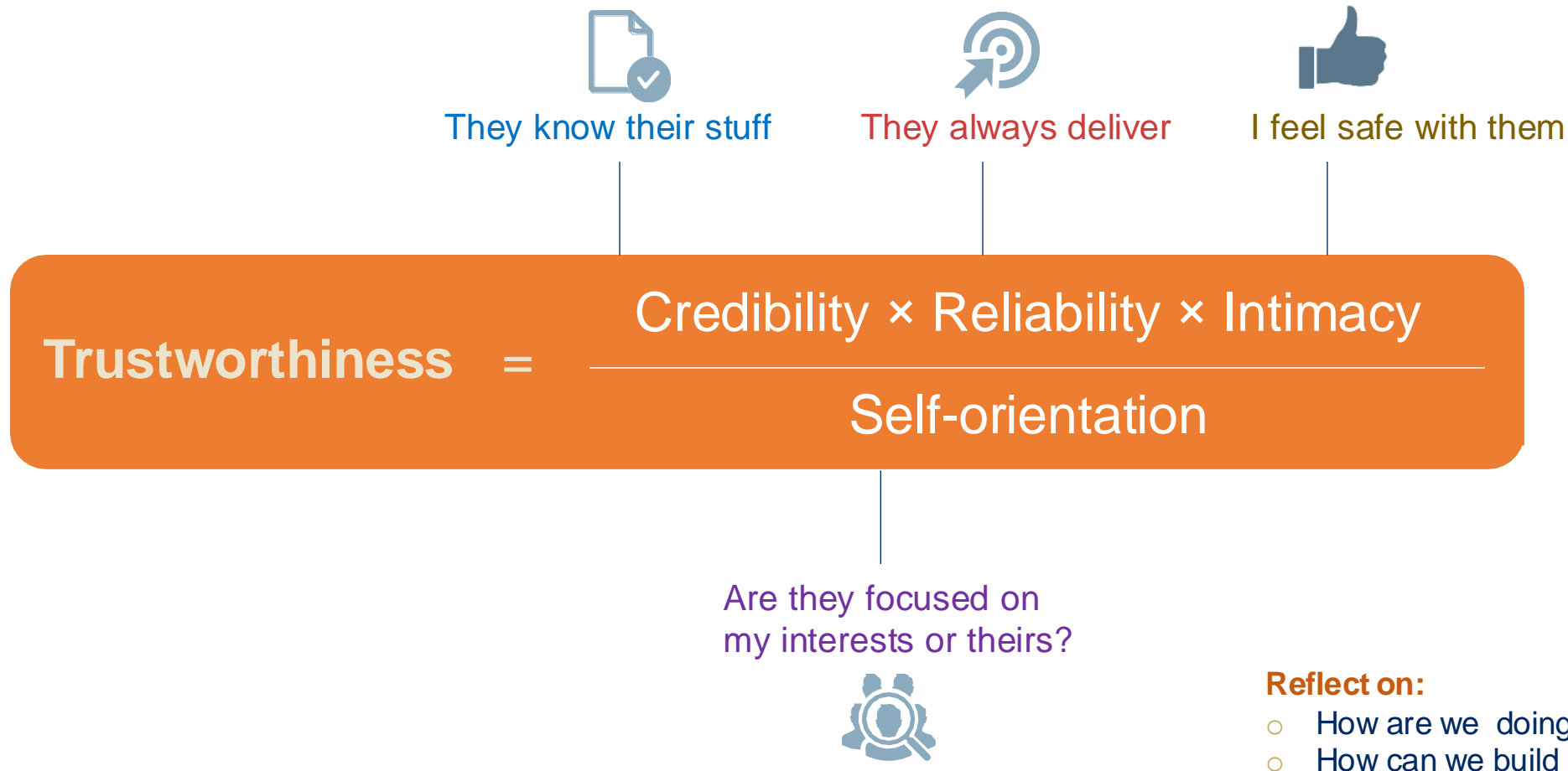


The Way We Define Our Values Can Either Accelerate or Brake the Results We Want



The Trust Equation

"Earn trust, earn trust, earn trust. Then you can worry about the rest." – Seth Godin



Reflect on:

- How are we doing on these dimensions?
- How can we build more trust?

Who's in my network? Key Stakeholders

Exploring the field in which we operate: what is the key business challenge you are trying to solve?

Create your list of names, grouping them into categories of decision maker, advisor, resources and/or information, teams from other organizations, etc., (if you find categories helpful)

What is the impact and value you are trying to create for them? Here are some questions to help your reflection:

- What do you want the stakeholder to be able to do that they cannot do today?
- What is the outcome that you are trying to achieve for that stakeholder?
- How do you know what is valuable to them?

N.B.

Regardless of whether this person is helping or hurting you, put them on your list!

Category (if helpful)	Initials	Impact/Value
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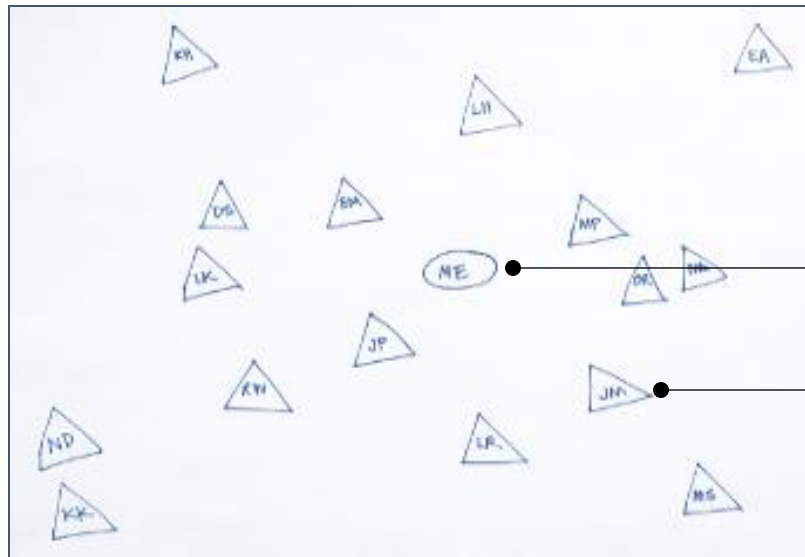
Who's in my network? (1/2)

Exploring the field in which we operate

Others are essential in helping you succeed in your challenge, so it's important to think about the connections and network you have or may need.

STEP 1 Choose where to put the various people you just identified, by using the categories. Think about the full page and place people in relation to everyone else and to you. Then draw triangles around each initial or use a custom code to mark them.

Draw a circle in the center of your page and label it "ME". You are now ready to map your current network in the context of achieving your personal aspirations.



Put the triangle closer to "ME" if you know the individual well or if you interact frequently

Place yourself

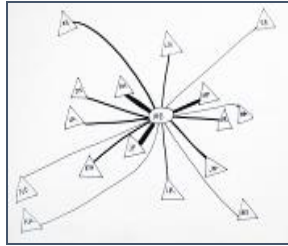
Place others in relationship to each other and to you by degree of **frequency of interaction**

Exploring the field in which we operate

Your next step is to characterize these relationships.

STEP 2

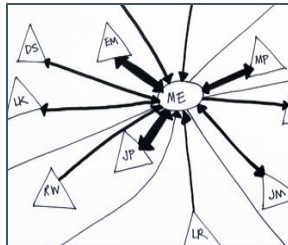
Choose where to put the various people you just identified – perhaps using the categories or choosing another way to use your page. Draw triangles around each initial to make them different than you



Importance

Use a line to represent the degree to which the relationship is important to your success and/or that of the business challenge.

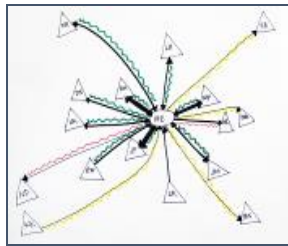
Make the line thicker to signal importance



Reciprocity

Add arrows to represent the degree to which you initiate/give OR you benefit/receive in this relationship. Does it feel like you are aligned? Do you have divergent interests?

Make a two-way line if reciprocity is equal



Quality of relationship: trust

Use colors to show the quality of the relationship. Does it feel like you can be open and vulnerable? Can you share feedback openly? Is the relationship energizing or draining?

Choose 3 colors to represent 3 levels of quality of the interactions

Honest Conversations: The Keys to Empowerment

“The Courageous Conversation is the one you don’t want to have.” – David Whyte

“What thoughts or feelings come up for you when you think of having a Courageous Conversation?”

Honest Conversations: The Path to Improvement

*"While no single conversation is guaranteed to change a company, a relationship or a life, **any single** conversation can."* – Susan Scott

Wei

Ji

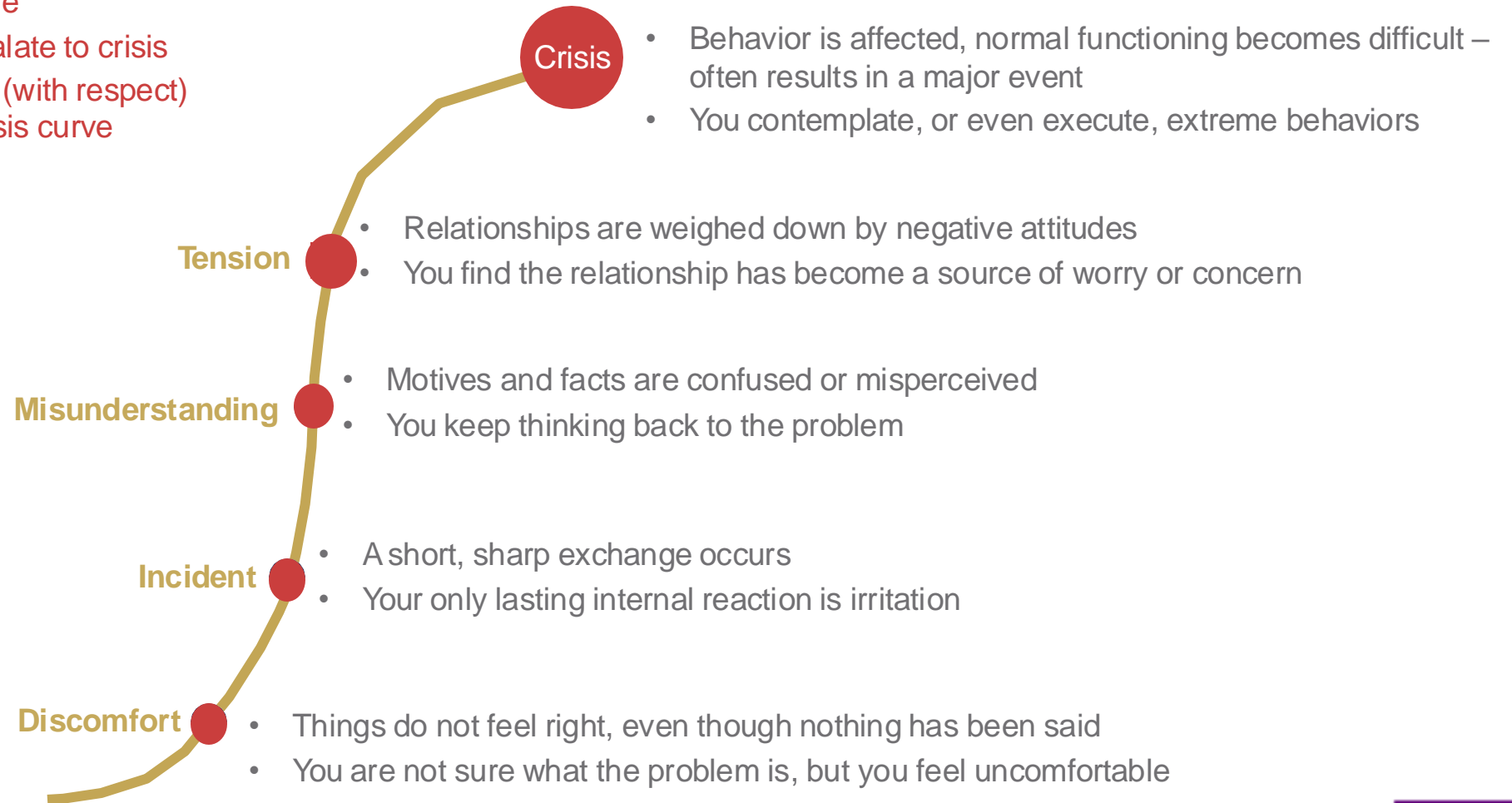
危機

Danger

Opportunity

The Conflict Curve

- Conflicts can begin anywhere
- Conflicts do not always escalate to crisis
- Early expression of feelings (with respect) can avoid moving up the crisis curve



Key Ingredients for a Courageous Conversation

1 Introduction: My intention for the conversation is to..... Any challenging conversation gets easier when you prepare.
Internal

preparation helps you transform negative emotions into positive intention. Instead of “unloading” on the other, blaming and judging, you own and share your experience, express your interests, while staying respectful

2 Share your Iceberg

I observe ...

Share story of what you observed (see, hear, remember) without interpretation, judgment, assessment, or evaluation. **Stay with the facts**

I feel/felt ...

Share how you felt. **Be specific and personal** – don’t talk about the effect on others, talk about the effect on you. Talk about emotions rather than thoughts. Realize you are the only one that creates your emotions.

Because I need/value ...

Identify what is underneath the feeling – **what you need or value** that causes your feelings, why it matters to you.

My part in this is...

Share what your part in creating this situation is, and what you will do different now, thereby **taking ownership**

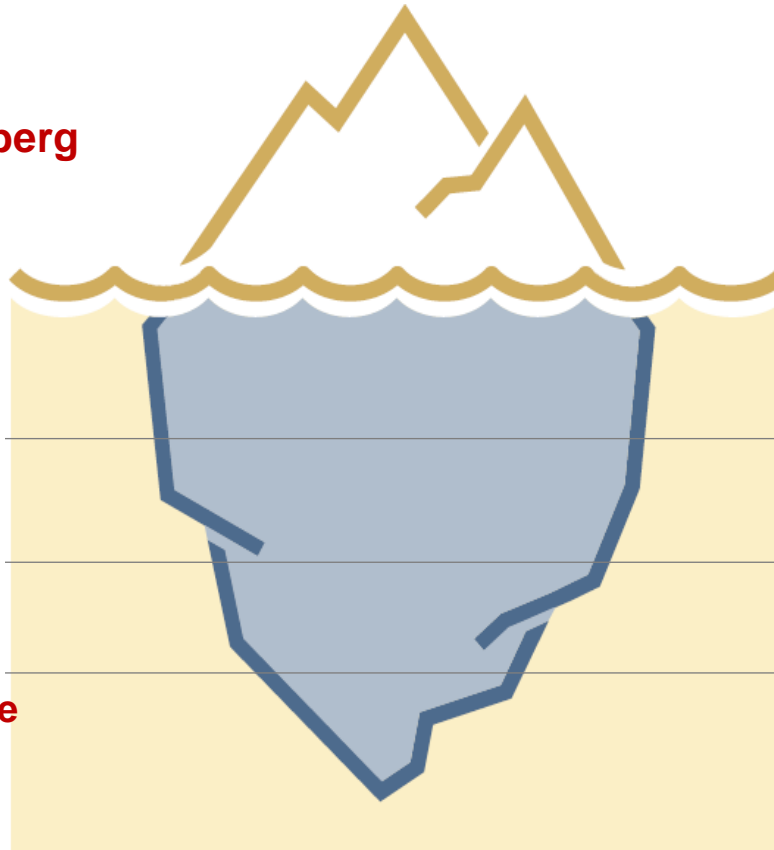
3 Open the dialogue

What I would like to create, have happen

...

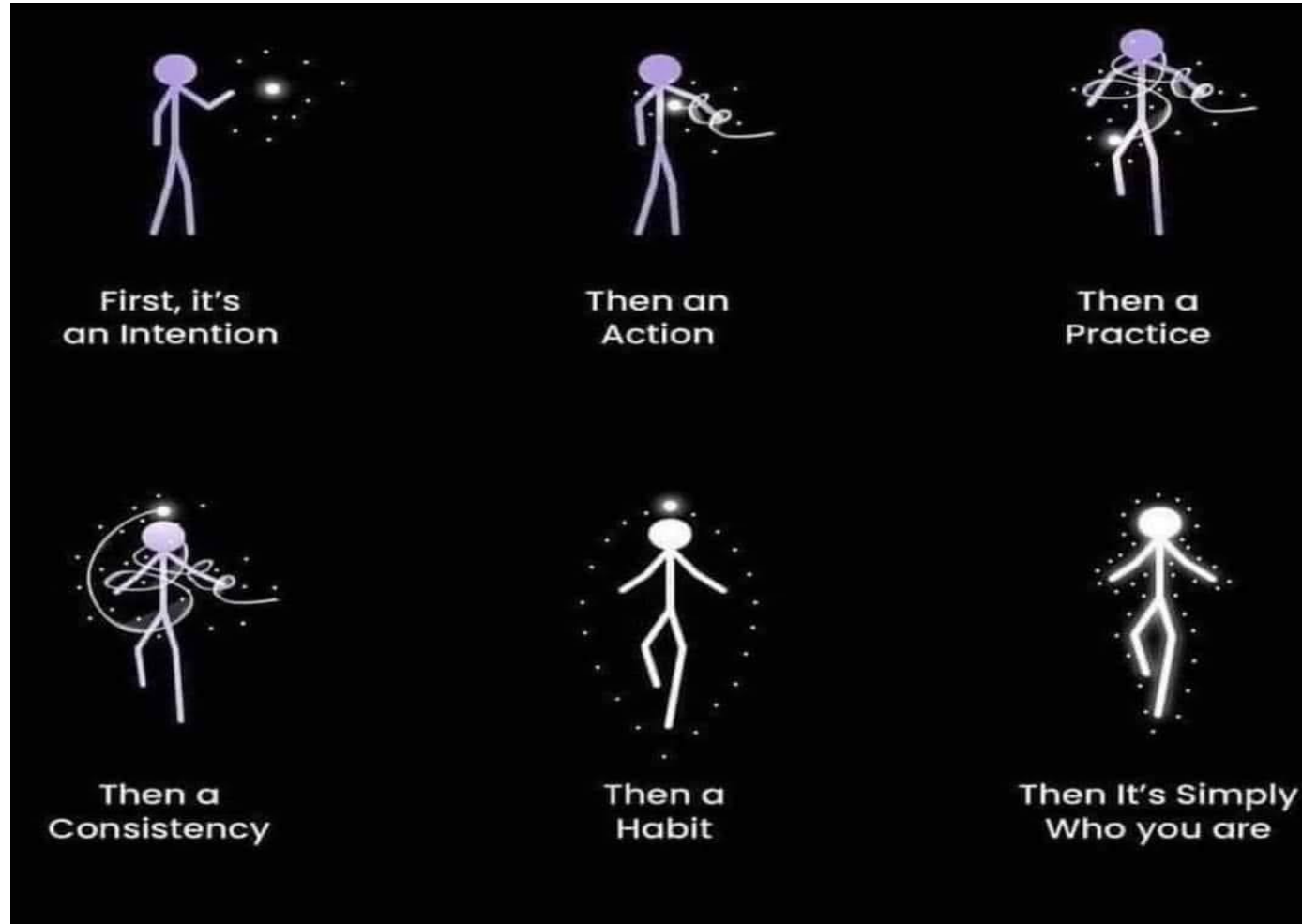
Engage in a solution-focused dialog. Describe what the ideal looks like. Emphasize the benefits and consider how you could move towards that. Remain open to new outcomes

- **I am curious how you felt, and what is important to you?**
- **What do we sense is the way forward (both share)**
- **What is the learning in this for us? (both share)**



Commitments

"The only limit to your impact is your imagination and commitment."
– Anthony Robbins



1. My Most important insight today?
2. What I commit to for my own Empowerment and Influence?
3. How am I leaving this workshop?



You've Got This!!

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