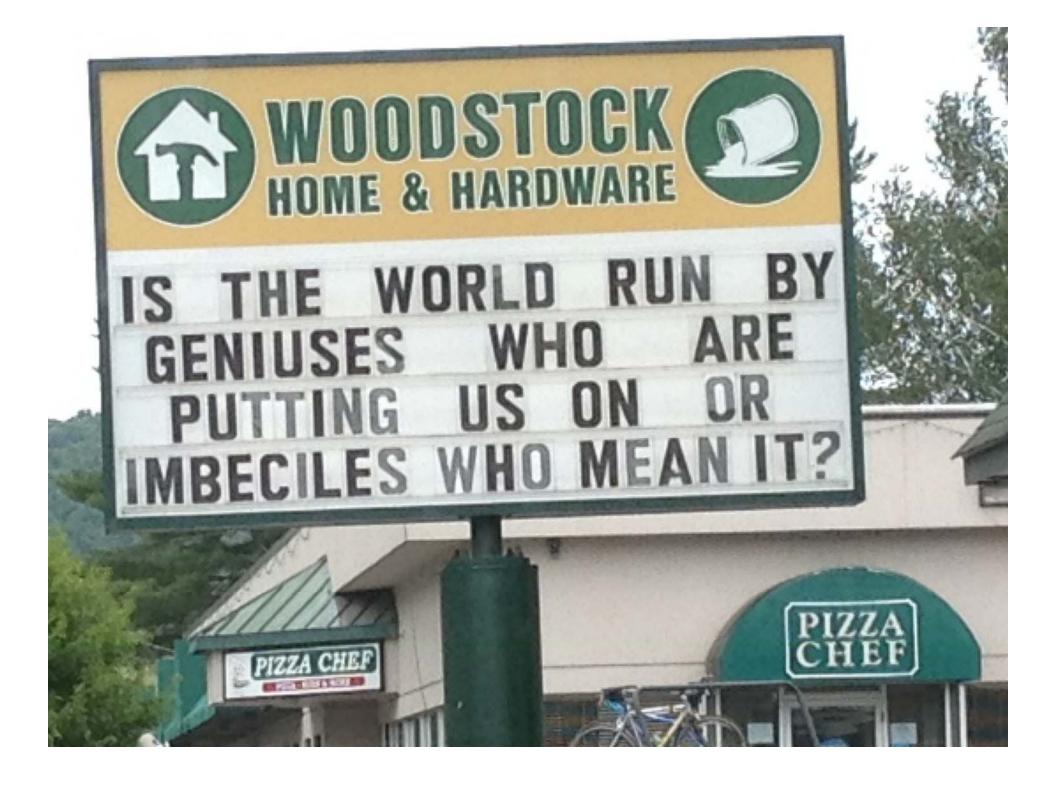
The Leaders We Need Are Already Here



Where have all the leaders gone?





New Beliefs about Leaders

- The leaders we need are already here
- Leadership can emerge from anyone
- Leaders are made, not born
- We have what we need to do what we must

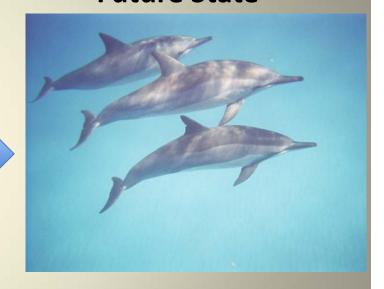


Traditional Leadership Development **Strategies**

Present state



Future State



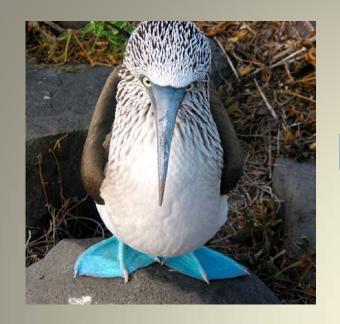
GAP





GAP

What's wrong with them and how can we fix them?







People are . . .

- Problems to be solved
- Deficits to be corrected
 People need . . .
- Training, improvement
- Solutions imposed on them

Leadership emerges from a complexity of factors

- present conditions and circumstances-what's going on
- organizational culture—patterns & behaviours
- personal characteristics and skills
- meaningful opportunities where individual caring and organizational needs connect

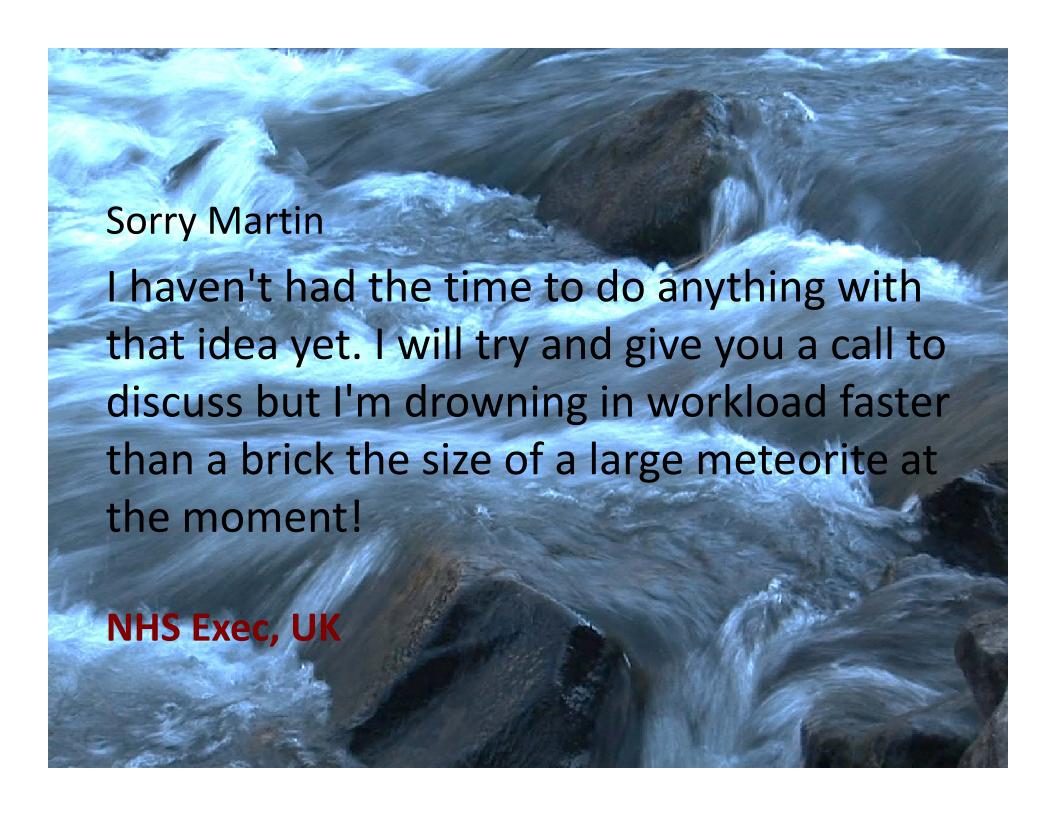


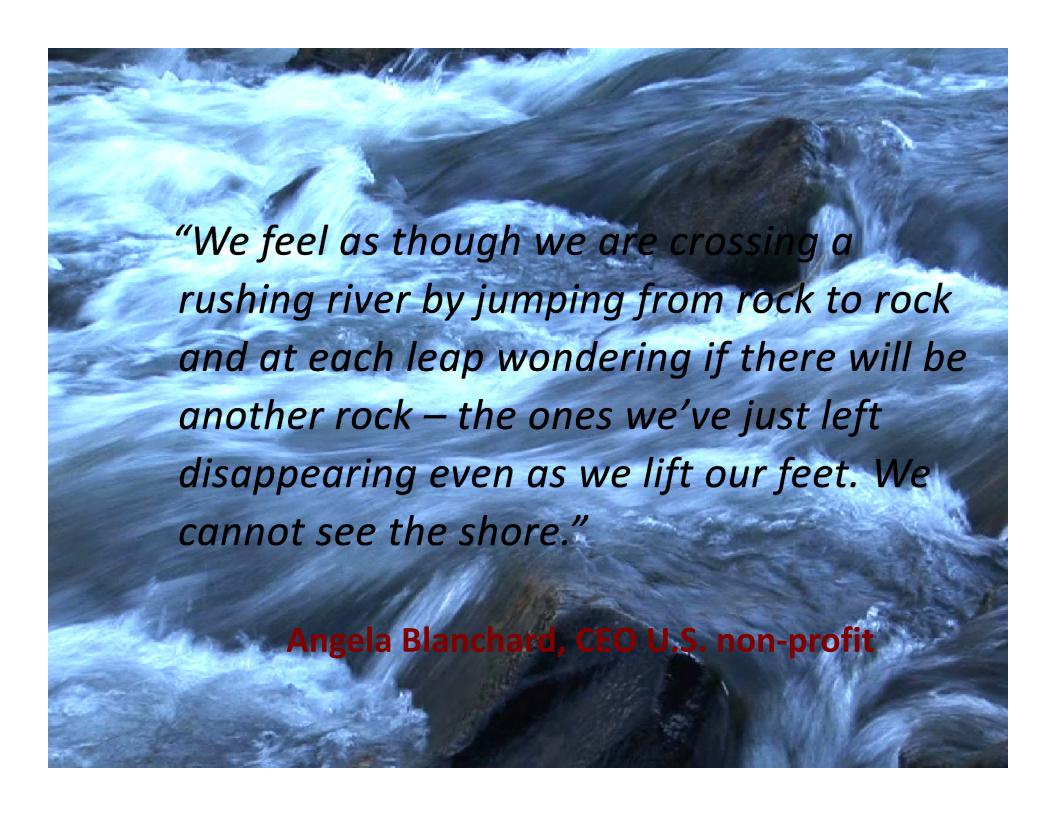
What's going on in our world that impacts leadership?





Increasing Problems Failing Solutions Shrinking Resources Crises, Crises, Crises **Increasing Uncertainty Increasing Dependency** Overwhelm & Exhaustion Fear & Anxiety





The endless budget squeeze



Increasing Conflict and Polarization





Increasing rules & regulations



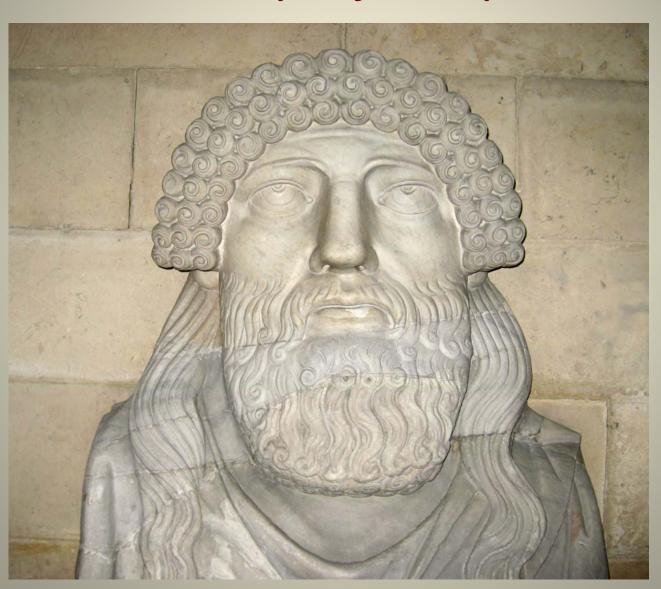
Morbidly Obese Bureaucracy



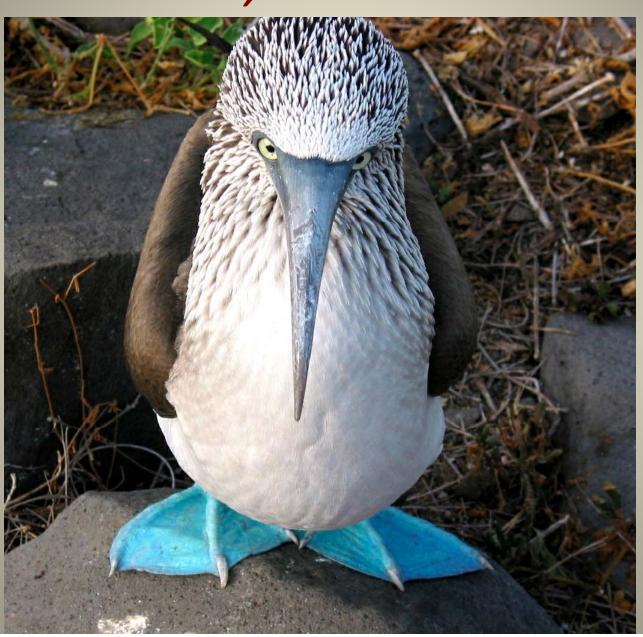
No Time

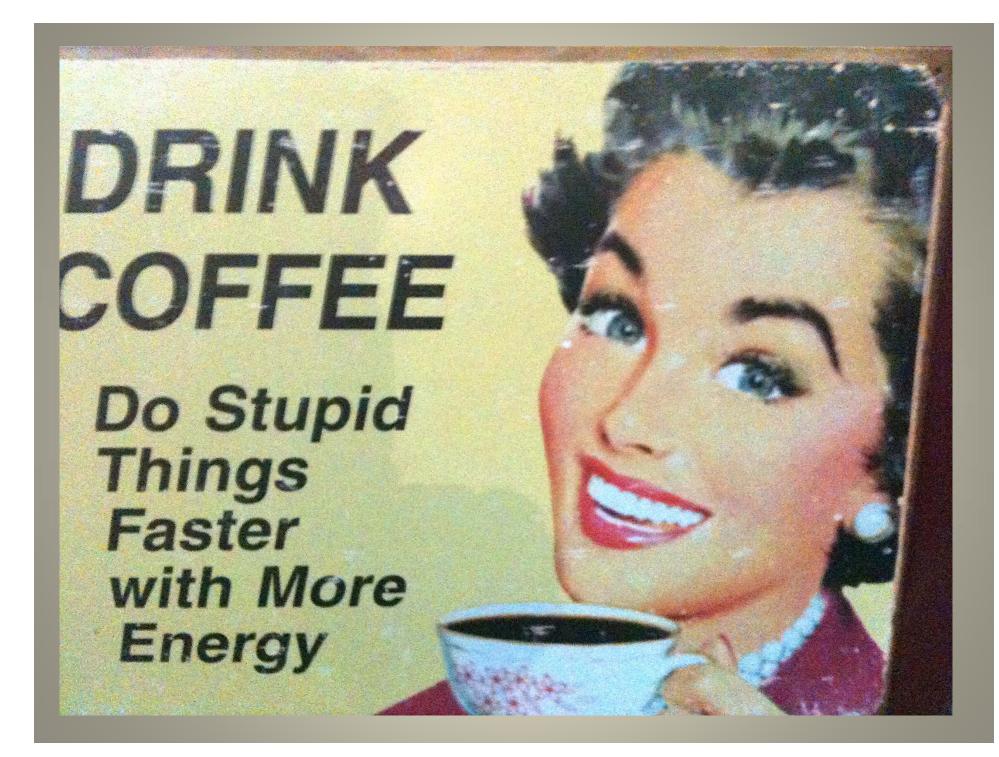


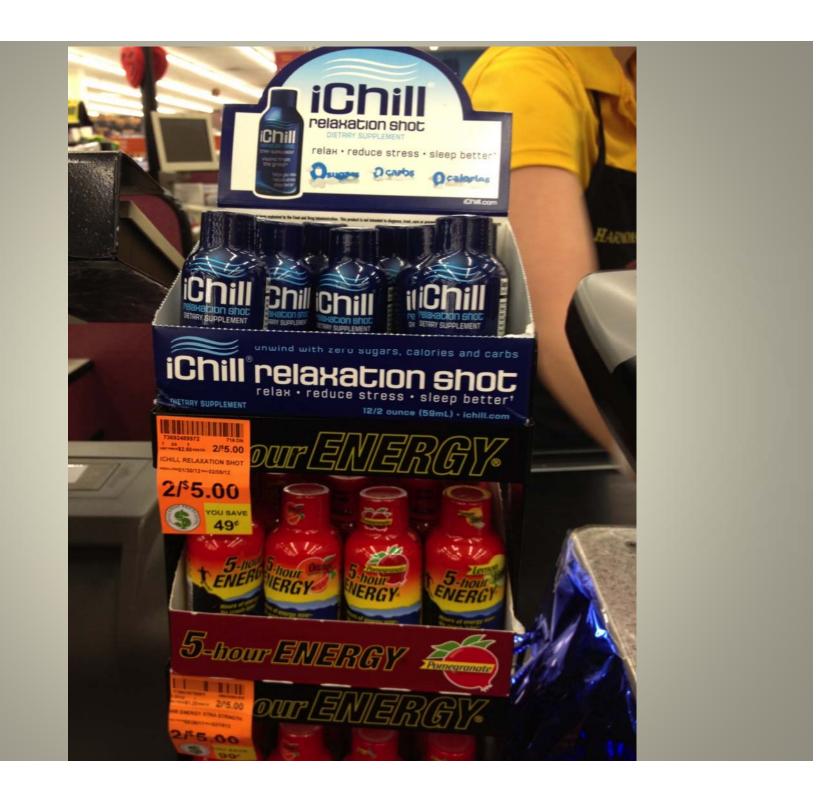
Distracted What did you just say?



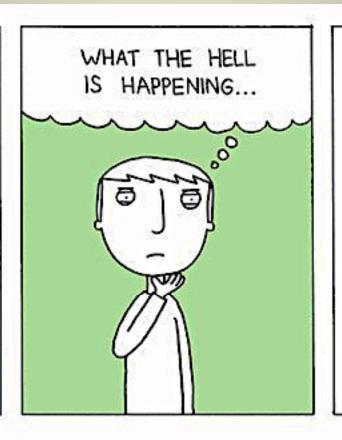
Exhausted, Overwhelmed







THE HISTORY OF MAN



THE

www.poorlydrawnlines.com

Conversation

What did you hear that got your attention? Why did it get your attention?



How are these dynamics showing up in your leadership?



- 1. What's your level of exhaustion?
- 2. How often do you feel stressed or anxious?
- 3. How are your relationships: at work, home, with friends?
- 4. How often do you get angry or frustrated?
- 5. How distracted are you? Memory loss???
- 6. How quick are you to judge and blame?

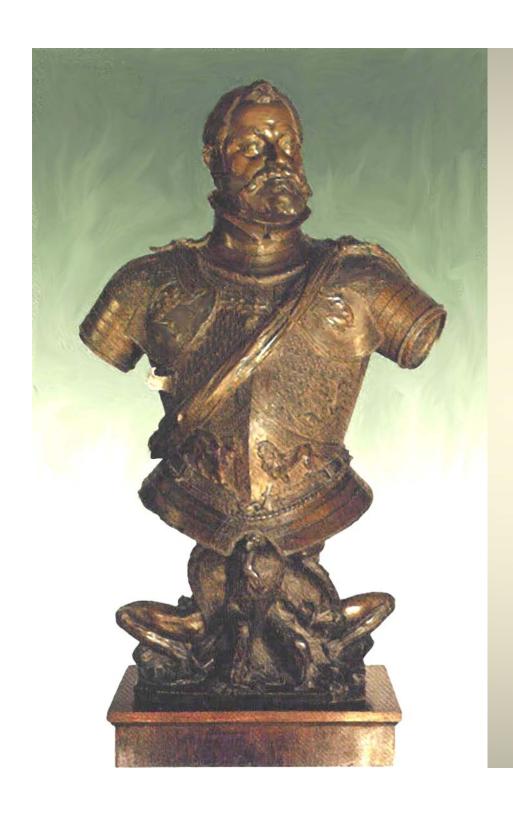
If you continue this way for another year, who will you be?

What is effective leadership at this time?



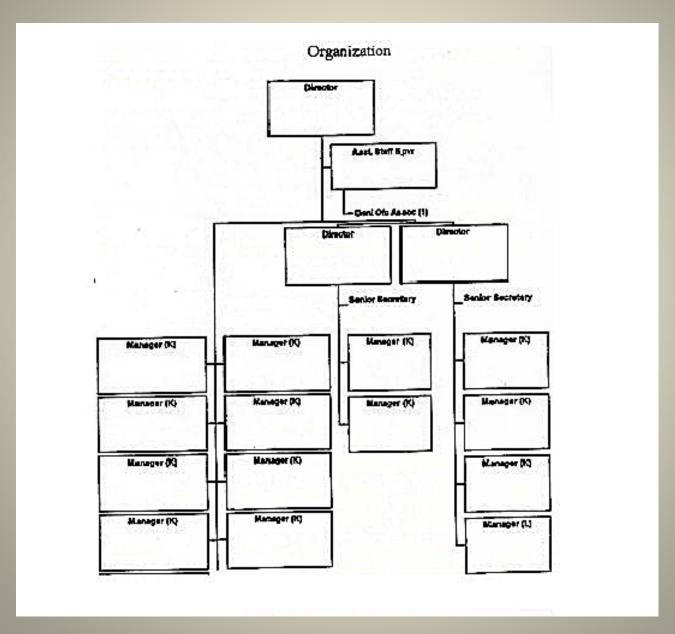
How can people's inherent creativity, caring, and intelligence be evoked?





Leader as hero

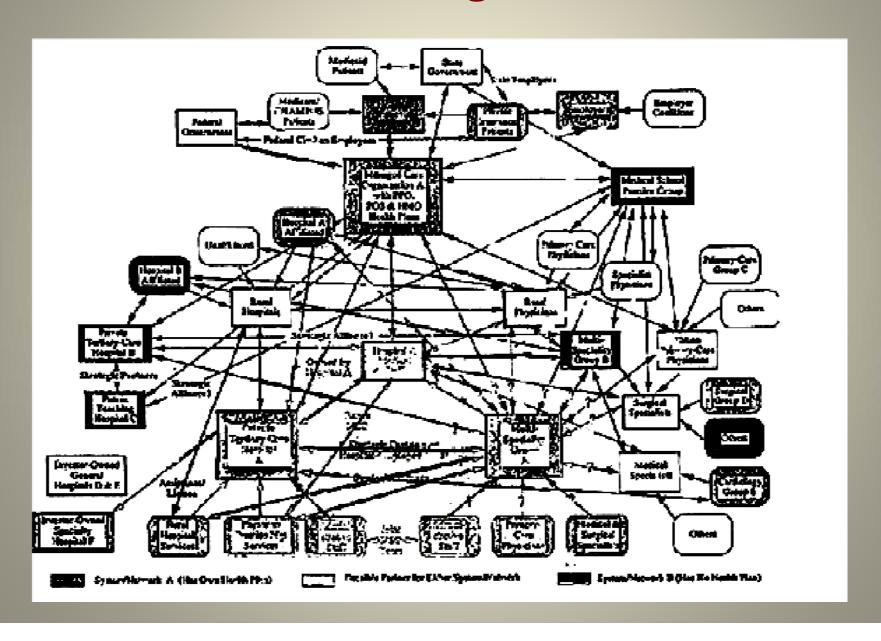
How We Organize



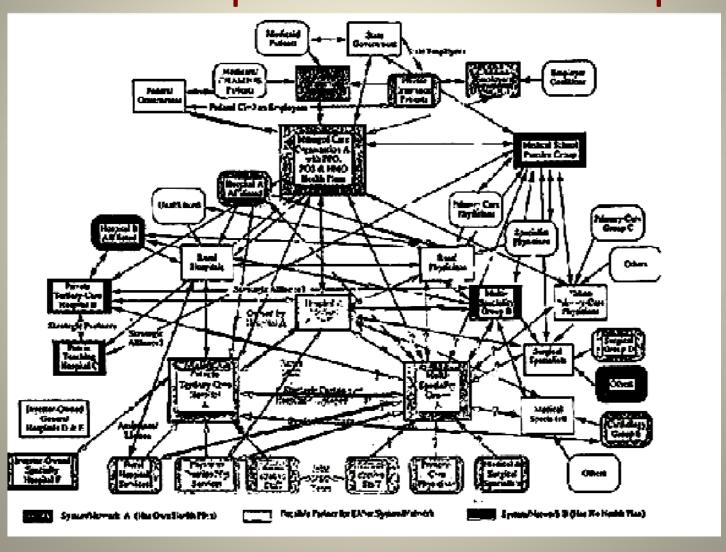


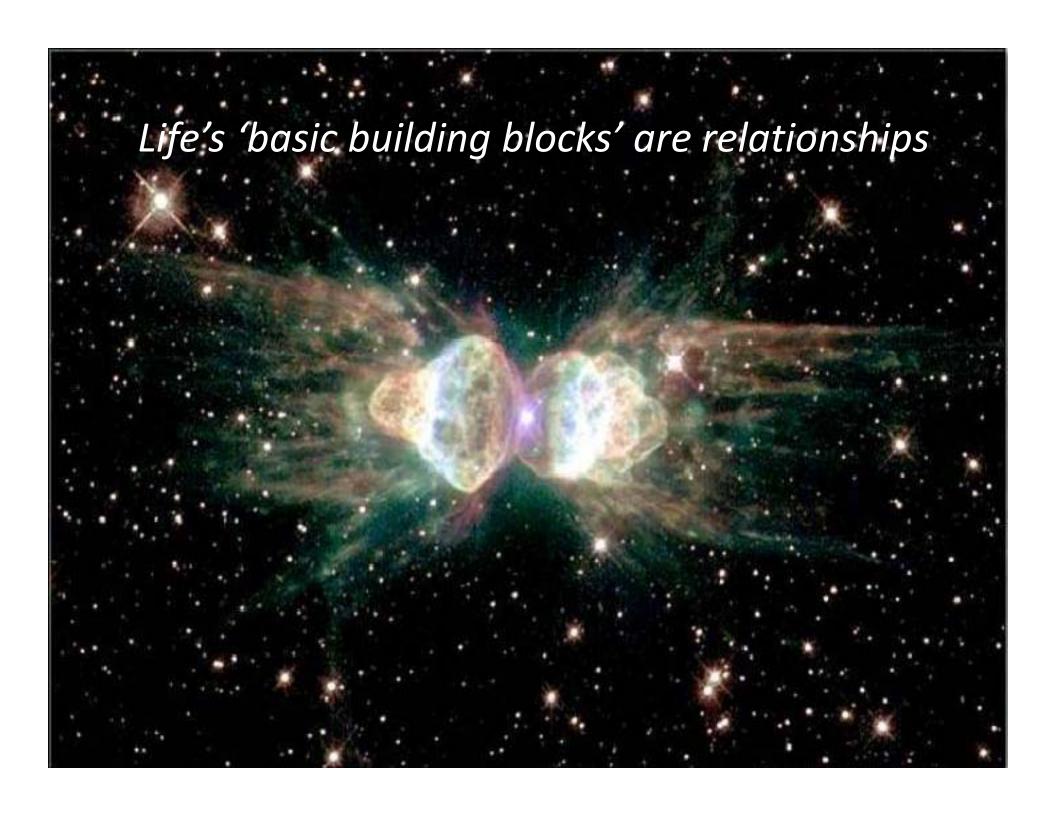
Leader as Host

How Life Organizes



Life organizes as networks of interdependent relationships







Biological principle

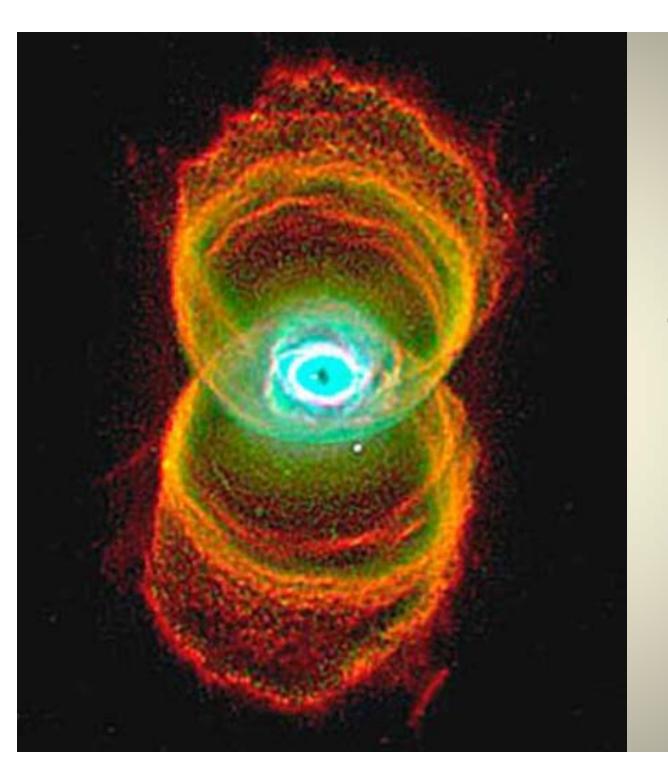
To create health, create more connections



UBUNTU We can be human only together







It's not critical mass

It's critical connections

A few questions
about relationships in
your organization—it's
culture and patterns
Among those you work with:



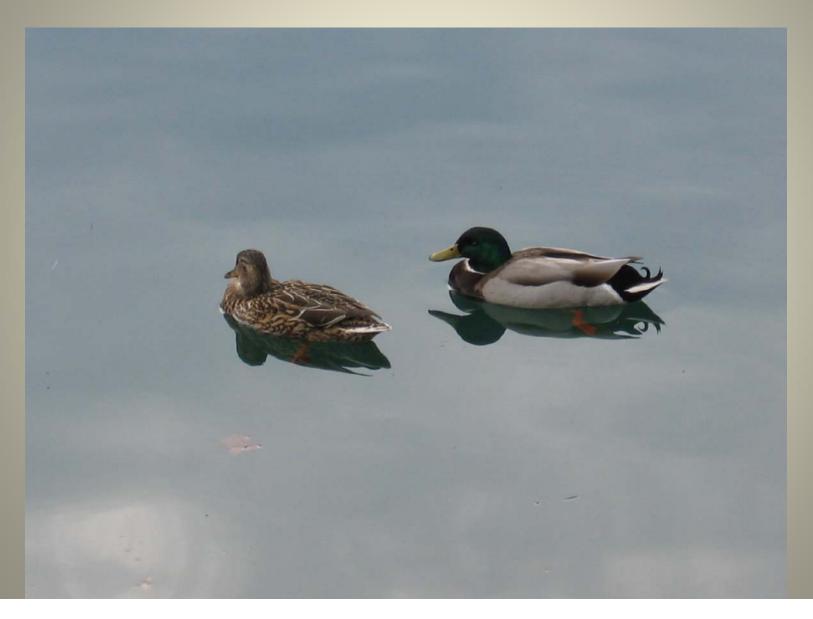
- 1. What's the quality of relationships? Trust, criticism, judgment?
- 2. How much learning from experience occurs?
- 3. When something goes wrong, how do people respond?

If you continue in this way for another year, will your working relationships be healthier or not?

The simplest way to develop leadership



Reclaim time to think







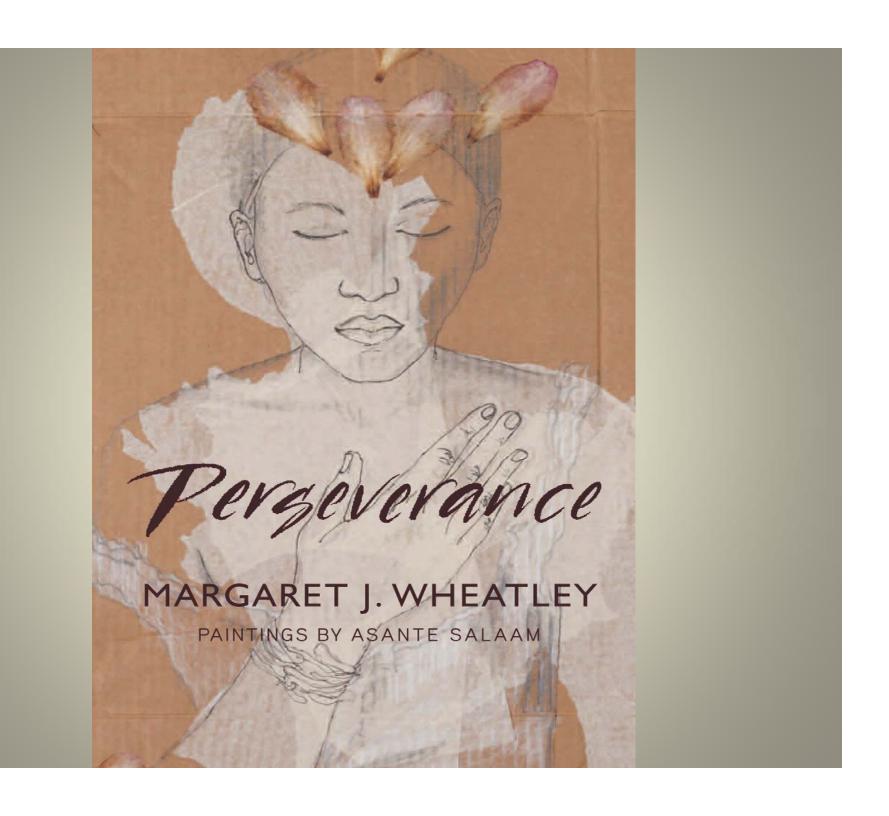
Learning Together as Core Competence

- Regular times for staff reflection
- Open agenda: discuss needs of the moment
- Not part of regular staff meeting
- Relaxed, hospitable atmosphere



People who learn together quickly develop:

- Confidence to handle tough problems
- Increased experimentation and risk-taking
- Increased intelligence
- Team spirit of "We're all in this together"
- Compassion, Forgiveness, Generosity
- Reduced stress, overwhelm and loneliness



Our work begins from passion!!



But then we encounter setbacks & failures



Perseverance



A knife suspended over a heart

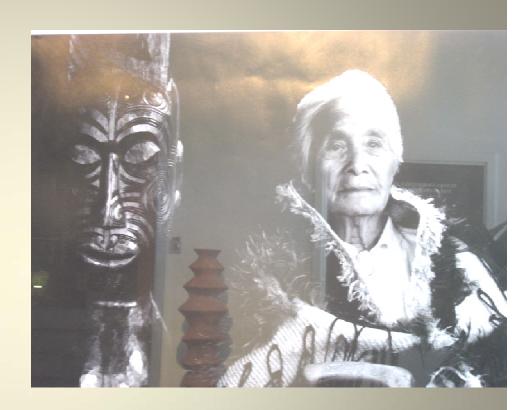


We all come from lineages of people who have persevered



People who persevere learn how to deal with

- •Fear
- Loneliness
- •Failure
- Criticism
- Relationships
- Exhaustion



Pay exquisite attention to relationships

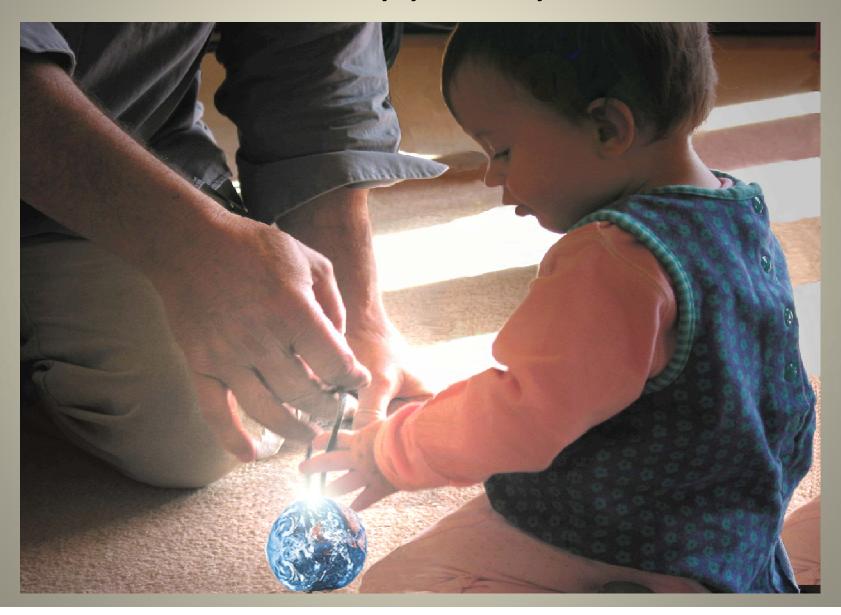
Be vigilant to avoid the polarizing dynamics & blaming of this time



Notice when you might need to walk out



Remember why you do your work







A Prophecy from the Hopi Nation Elders

Here is a river flowing now very fast.

It is so great and swift that there are those who will be afraid, who will try to hold on to the shore.

They are being torn apart and will suffer greatly.

Know that the river has its destination.

The elders say we must let go of the shore.

Push off into the middle of the river,

and keep our heads above water.

