



Recalibrating Your Leadership Compass



Annual Conference 2023

December 6, 2023

What to expect from this Session



- **Strategies and ideas to help you;**
 - Uncover the leadership opportunity associated with the new workplace realities
 - Create a framework for expanding your leadership influence and impact
 - Build awareness of team challenges and meaningful leadership response options
 - Develop a plan for applying workshop insights
 - Think, Share and Learn





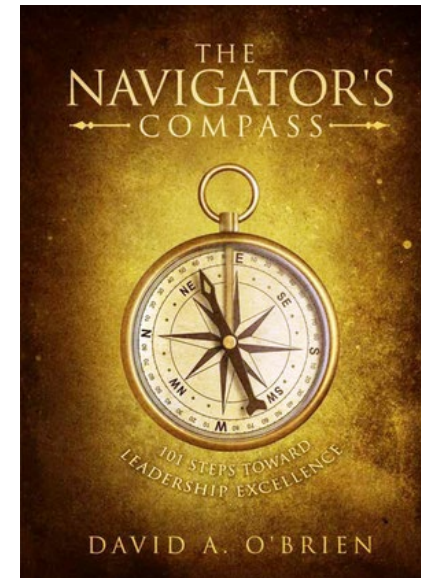
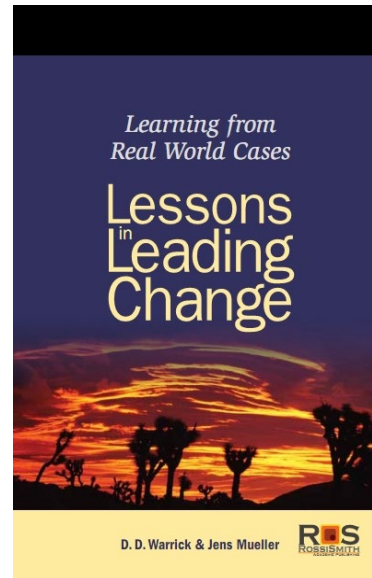
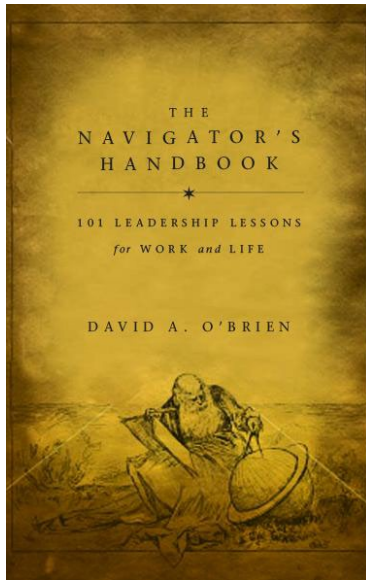
**What is one thing you
hope to leave with?**



A Little About Me



- Founder & President of WorkChoice Solutions, LLC since 2000
- Passionate student of leadership
- Trusted partner of The Alliance and Non-profit sector since 2005
- Husband, Dad, Leadership Coach, Consultant, Trainer, Speaker & Author



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“At times like these, the quality of your leadership is dependent on how you perceive change and how well you’re able to adapt to, and navigate, uncertainty”



Professor Jacob Hirsh
Rotman School of Management
University of Toronto



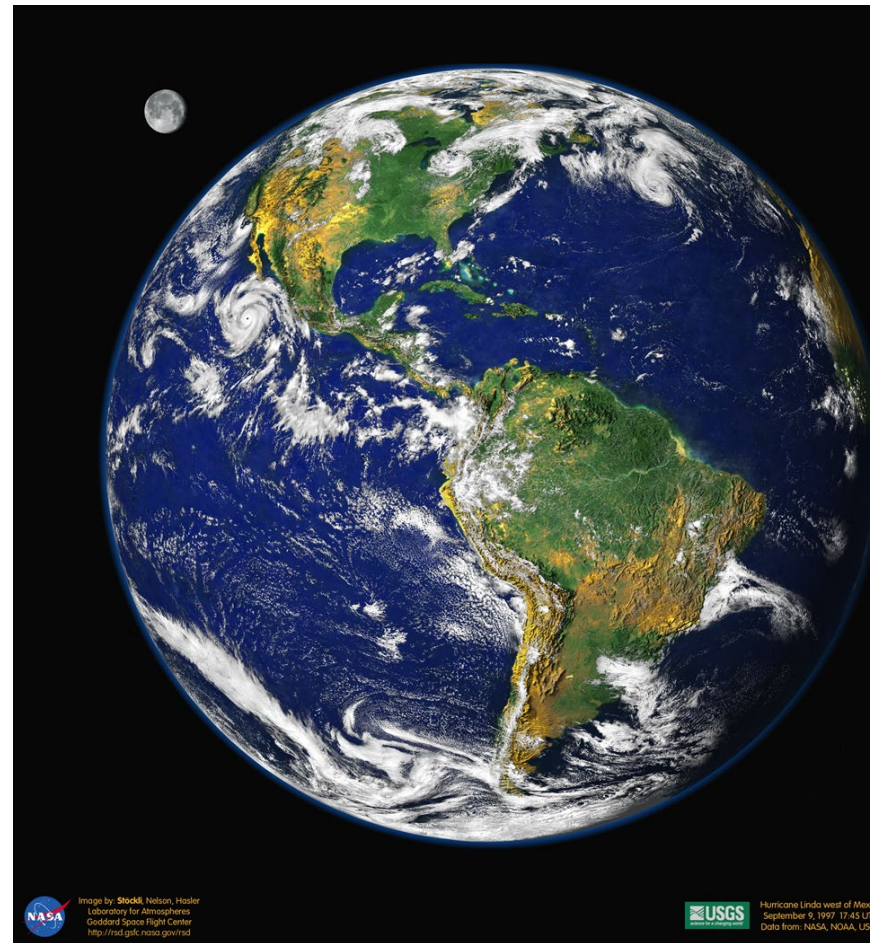
Our Shared Reality:

The world as we knew it
4 years ago has been
turned upside down



The Good News:

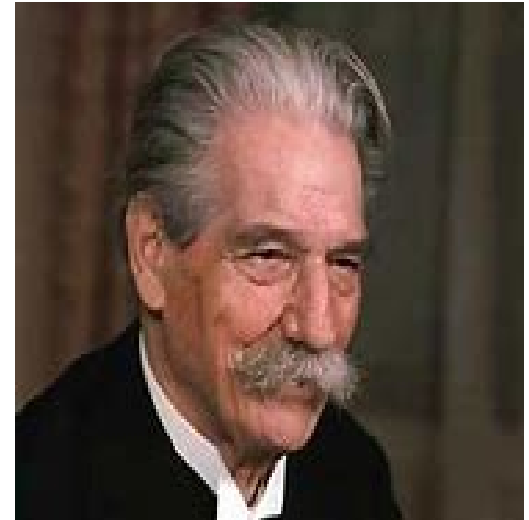
How we respond to our new reality is largely a function of choice and ultimately, our level of leadership clarity





**“Example is not the main thing
in influencing others,
It’s the only thing”**

– Albert Schweitzer





The Five Dimension of Leadership Influence

- **Values** – Focusing on what is truly important in your life and work
- **Intentions** – Focusing on your aim, plan and purpose
- **Attitude** – Focusing on your beliefs and opinions
- **Behavior** – Focusing on how you show up and how you act
- **Results** – Focusing on the outcome of your efforts



Solo Activity

Leadership Influence Inventory

- Read each statement carefully
- Circle the appropriate number
- Tally your score
- Select one development opportunity
- Be prepared to share your thoughts





**“Being positive in
a negative situation
is not naïve,
it’s leadership”**

– Ralph Marston
The Daily Motivator





Group Brainstorm

What value does a positive attitude create for you and those around you?





Solo Activity

Instructions for completing the Values Clarity Worksheet:

- Review each of the values listed
- Feel free to add others that come to mind
- Circle the 5 values that are most important to you at work
- Circle the 5 values that you think your team or co-workers believe are most important to you
- Review the key questions to consider at the bottom of the worksheet

Self-Reflection Questions



- Would my team be able to identify my core values simply by observing my behavior?
- What impact would discrepancies have on my leadership influence? – How about trust?
- How will my leadership style or approach need to be different 2024?





“Vulnerability is the glue that binds relationships together”

- Brené Brown, PhD.





How Do You Show Up?

Compassion includes paying attention to the main drivers of staff well-being (or ill-being); empathizing and showing you care and understand on an emotional level.

Authenticity includes self-awareness of your own thoughts and emotions, alignment with outer behavior, displayed sincerity and transparent vulnerability.

Clarity includes transparent communication about what we know, what we assume, what we hope, and what we don't yet know.

Resolve includes a balance between exploring info and narrowing things down to decision options, as well as the ability to inspire others with hope and confidence in making a decision and implementing it.

Source: Center for Creative Leadership

Leadership Actions for Navigating The New Workplace Realities



➤ For You

- Take care of yourself
- Challenge your assumptions
- Reflect on your influence
- Reframe the situation
- Embrace learning
- Be real, vulnerable and honest
- Stay positive
- Strive for progress not perfection

➤ For Your Team

- Listen, deeply listen
- Suspend judgment
- Practice empathy
- Be available
- Set expectations
- Provide a road map
- Show gratitude
- Instill hope



“Deciding what not to do is as important as deciding what to do”

- Jessica Jackley
Co-Founder of Kiva



More Leadership Actions for Navigating The New Workplace Realities



- Acknowledge fears and challenges related to new workplace realities
- Don't over-rely on technology to stay connected
- Schedule a standing 30-minute call or meeting just to check-in (No agenda)
- Look for opportunities to coach / provide 1:1 feedback
- Be transparent with frequent updates
- Model the behavior and attitude you expect from others
- Help employees to access development and support resources
- Recognize progress / successes
- Challenge employees to find the upside / solutions

Team Icebreaker Questions



- What's on your mind today?
- How are you all doing?
- What's making you anxious about any of your work projects?
- What can we all do to make this meeting as productive as possible?
- What's something good that has happened to you since we last met?
- How are you coping with the challenges of your workload?
- What are you doing for self-care?
- Are there any recent successes you'd like to share?
- What are you thankful for today?
- What's giving you hope today?

Self-Reflection Questions



- What do I want to be known for as a leader?
- What actions can I take to achieve leadership congruence and to make 2024 my best leadership year ever?
- What's the cost of not trying?





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Key Words:

Learning Resources

Please be sure to check out my recent articles:

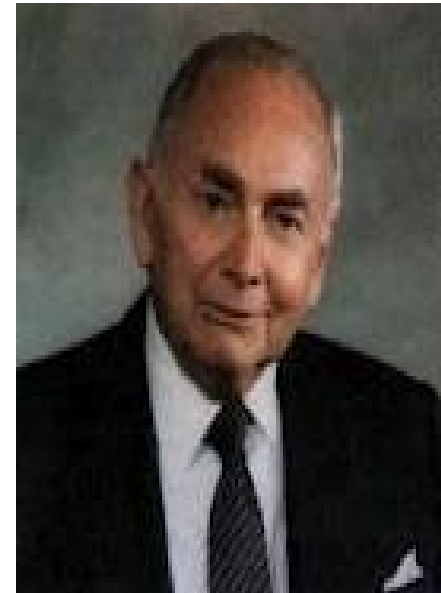
- ***The Distraction Paradox***
- ***The State of Leadership Influence***
- ***The Three Dimensions of Leadership Trust***

To learn more, please contact me at 860-242-1070 or at,
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**“Leadership is practiced not
so much in words as in
attitudes and actions”**

– Harold Geneen, Former Chairman of ITT





Thank you again for
joining us today and for
your active participation

Please stay safe, stay
healthy & stay positive



Leadership Influence Inventory

For each item listed below, please indicate how well it describes the way you use your influence in your role as a leader. Circle the number on the rating scale that best represents you. Five indicates *most* like you while one is *least* like you.

In my role as a leader, I:

1. Follow through on my commitments	5	4	3	2	1
2. Keep my feelings and emotions in check	5	4	3	2	1
3. Treat all employees fairly and consistently	5	4	3	2	1
4. Am willing to admit it when I'm wrong	5	4	3	2	1
5. Act ethically and respectfully in my dealings with others	5	4	3	2	1
6. Encourage open and honest communication	5	4	3	2	1
7. Look for ways to remove barriers to team success	5	4	3	2	1
8. Try to focus on people's positive qualities and potential	5	4	3	2	1
9. Allow my beliefs and values to guide my daily actions	5	4	3	2	1
10. Work hard to be a good listener	5	4	3	2	1
11. Never contribute to the "rumor mill"	5	4	3	2	1
12. Am sensitive to other people's needs and concerns	5	4	3	2	1
13. Openly value and encourage different perspectives	5	4	3	2	1
14. Am aware of how my behavior impacts others	5	4	3	2	1
15. Am a positive role model for my team	5	4	3	2	1

TOTAL SCORE _____

If you scored 50 or more, you are doing a good job of using your leadership influence in a productive way. If you scored between 30 and 39, you are well on your way to reaping the benefits of productive influence but need to improve your understanding of the process. If you scored less than 30, this is an important development opportunity for you. Solicit guidance from a trusted colleague or mentor and look for ways to expand your leadership influence in a productive way.

This non-validated assessment should be used as an "introductory gauge" that is intended to provide a basic understanding of potential development opportunities. For a deeper understanding of your leadership development needs it is recommended that you utilize validated tools and criteria linked to your organization's specific needs and culture.

The Values Clarity Worksheet

A pathway to leadership congruence

Below is a list of values that could be present in the workplace. Circle the 5 values that are most important to you in your work as a leader. Feel free to add any other values that come to mind and that are important to you. Be careful not to circle what you say you value or what your employer thinks you should value, but rather circle what you truly value. With another review, put a check mark next to the 5 values that you think your team believes are most important to you.

Harmony	Perfection	Respect	Serving
Accuracy	Honesty	Creativity	Risk taking
Responsibility	Flexibility	Community	Helping others
Safety	Security	Customer service	Teamwork
Loyalty	Recognition	Candor	Independence
Status	Competition	Trust	Balance
Variety	Money	Power	Order
Accountability	Dedication	Commitment	Appreciation
Integrity	Results	Innovation	Challenge
Courage	Empathy	Quality	Learning
Persistence	Authenticity	Kindness	Awareness
_____	_____	_____	_____

Key questions to consider:

- What do your choices tell you?
- How are your choices aligned with your team and employer?
- What impact do your choices have on team engagement?
- What impact do your choices have on your leadership influence?
- What can you do to achieve greater congruence?