



# Welcome

## Washington Bankers Association

Executive Development  
Program

# The Conscious Leader Model



# Why Do We Need New Ways of Leading?

- Some leadership habits date back to the Industrial Revolution
- We are in a time of revolutionary change in our organizations and world
- What got us here, won't get us there



# Distinctions

- Listen Generously
- Stretch Out of Your Comfort Zone
- Play Full Out
- Honor Confidentiality

# What Derails Leaders

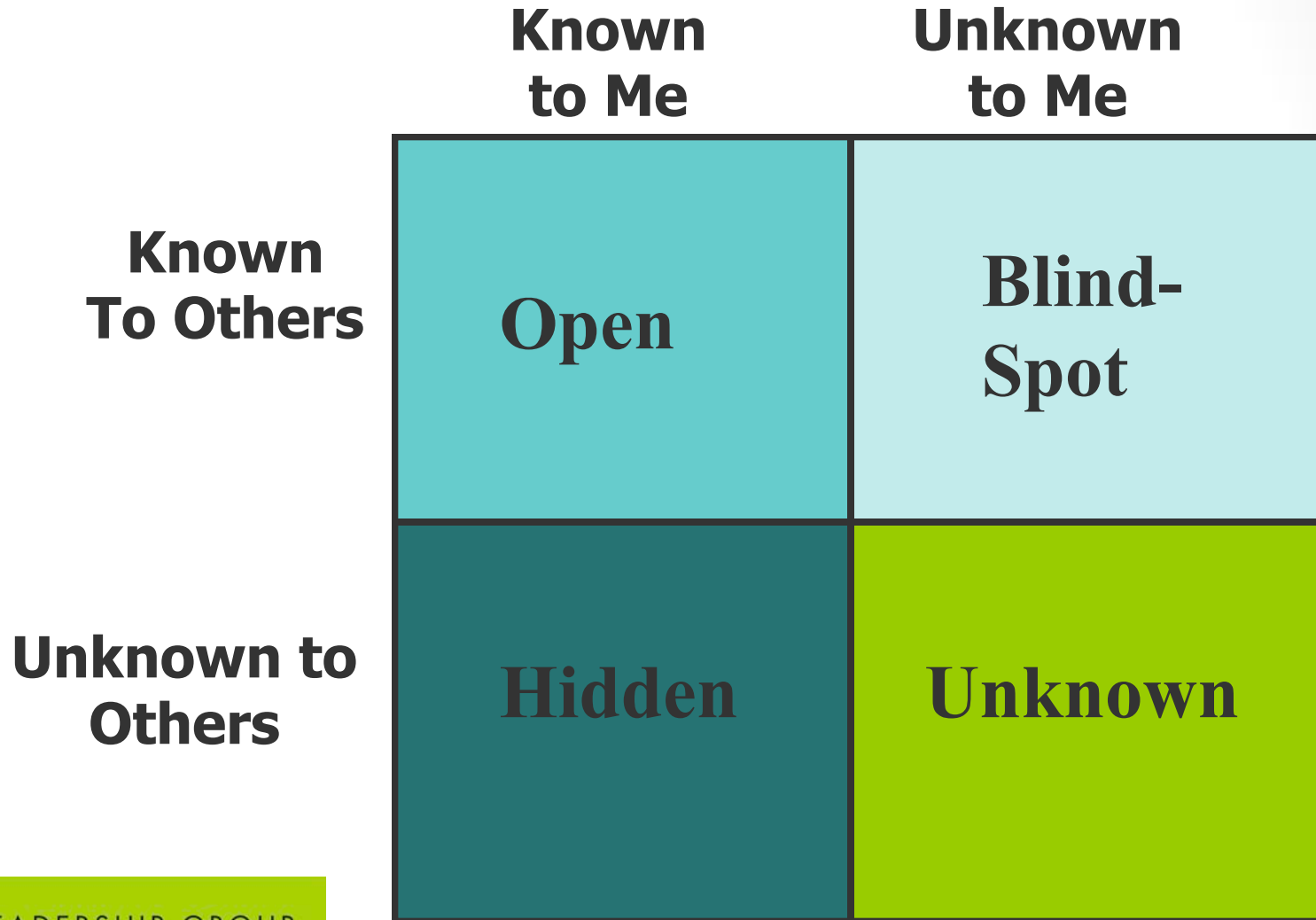
- Lack of emotional competence – self awareness, authenticity, self-regulation, empathy, motivation, and social skill
- They stop learning – stop getting reflective, back talk, stop welcoming bad news, and become unable or unwilling to admit mistakes
- Loss of personal connection to the people, the vision, the work, and the magic

# Sharing Your Pre-Work

- At your table group with your coach
- 7-10 minutes/person to share completed pre-work
- Read to the bottom of "All About Me"
- Table group listens for "themes" in the sharing

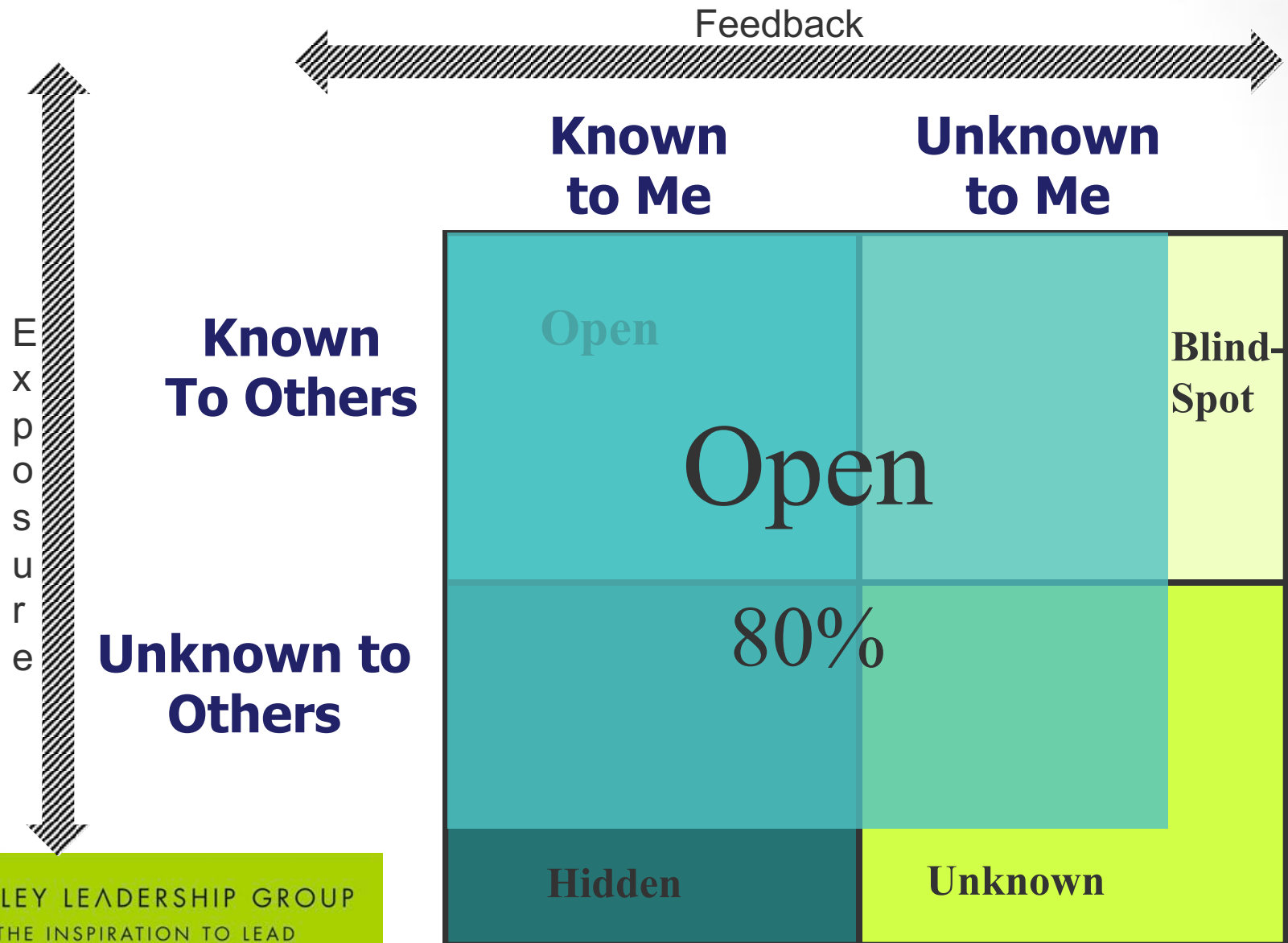
# 15 Minute Break

# Johari Window





# Johari Window



How large or small are your  
“windows”?

What are the implications for your  
leadership?

# Get Your Windows Open!

- Good Reason #1: Productivity and effectiveness are *directly related* to the amount of shared information in an organization
- Good Reason #2: You can *increase trust* by being open to feedback
- Good Reason #3: People trust a leader they know well – share yourself

# Being “Thrown”

Being thrown or getting hooked means that something unexpected comes at you, you didn't plan for it, and it seems to hit you and knock you over.

Identify five situations where you were  
“thrown.”

# Self Protective Strategies (SPS)

- I'll do it myself – martyr
- Self-righteousness/making others wrong
- Self-sabotage or blaming self
- Acting “politically”/being nice/being tough
- Cynicism
- Sarcasm/humor
- Intellectualization
- Acting confused
- Coalition building
- Intimidation/domination
- Withdrawal



# Lunch Break

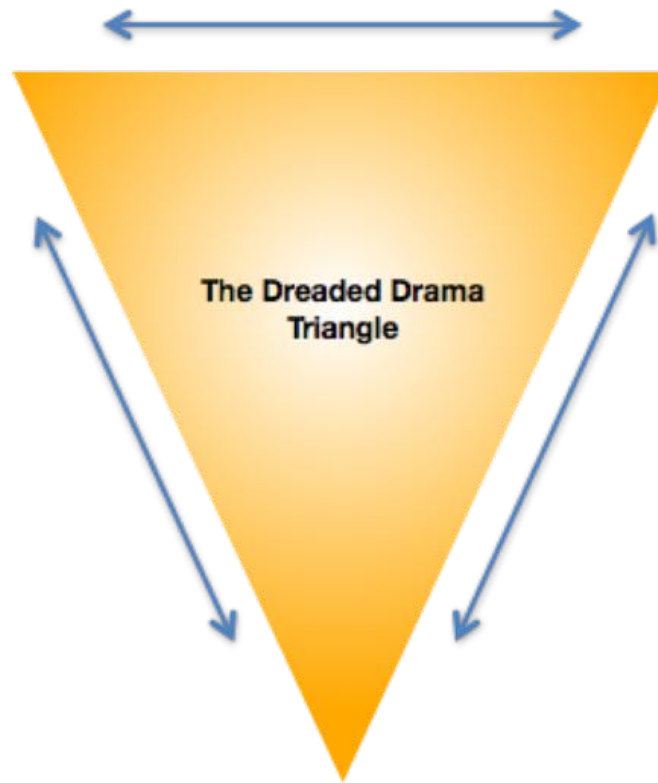
# Three Vital Questions

- **Where are you putting your focus?**
  - *Are you focusing on problems or on outcomes?*
- **How are you relating?**
  - *How are you relating to others, your experience and yourself?*
  - *Are you producing or perpetuating drama, or empowering others and yourself?*
- **What actions are you taking?**
  - *Are you merely reacting to the problems of the moment, or taking creative action in service to outcomes?*

# The Dreaded Drama Triangle™ (Karpman Drama Triangle)

Rescuer

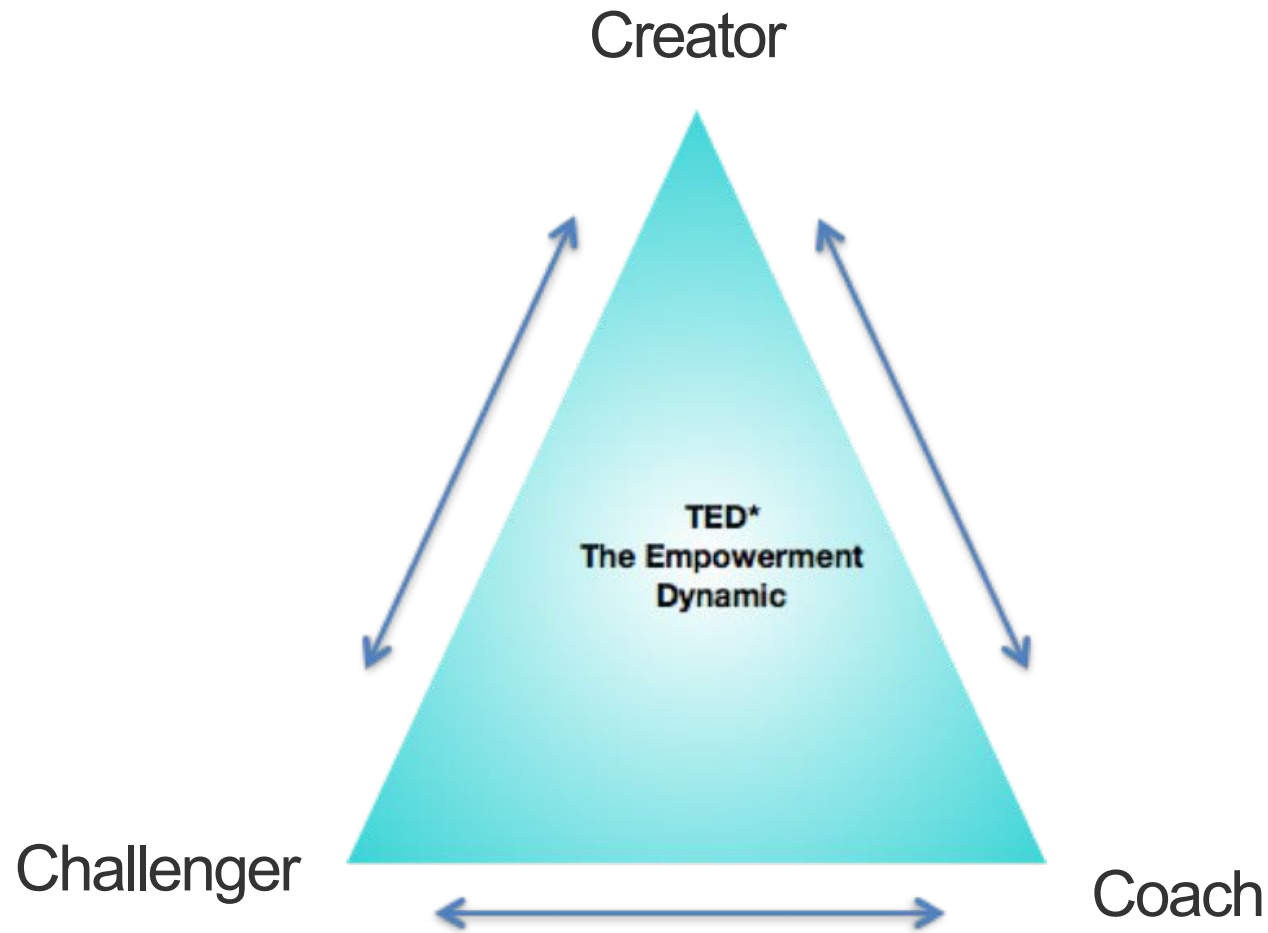
Persecutor



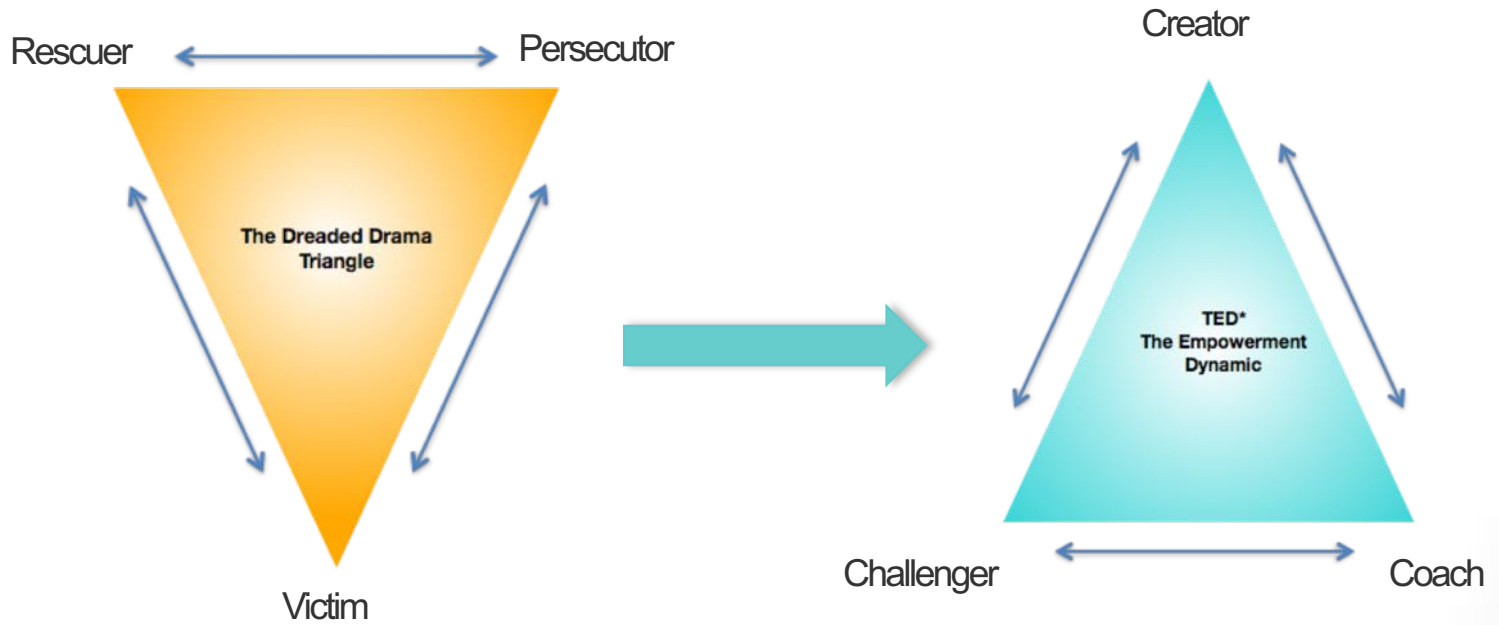
Victim



# Making the Shift From Drama to Empowerment



# Where is your shift?



# Leading From Your Core Strengths

# Your Core Strengths

Passionate  
Generous  
Patient  
Courageous  
Fun  
Humorous  
Playful  
Creative  
Peaceful  
Assertive  
Intuitive  
Optimistic  
Clear  
Brilliant

Loyal  
Loving  
Ingenuous  
Inquisitive  
Trusting  
Visionary  
Willing  
Free  
Faithful  
Purposeful  
Strong  
Spontaneous  
Abundant  
Exuberant

Enthusiastic  
Adventurous  
Simple  
Synthesizer  
Flexible  
Compassionate  
Grateful  
Harmonious  
Powerful  
Truthful  
Comforting  
Honest  
Understanding  
Bold

Tender  
Graceful  
Inspiring  
Delightful  
Outrageous  
Intelligent  
Wise  
Curious  
Joyful  
Open  
Trustworthy  
Calm  
Grounded  
Relaxed

# Core Strengths

- Read your pre-work
- Describe the qualities you see in your baby picture
- Hear from your group
- Add any additional words
- Choose 4-6 words from the list
- Share out: “I am...”

# Suggested Next Steps



Thank you!

Visit Us @  
[www.henleyleadership.com](http://www.henleyleadership.com)

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