

Leadership Defined: Finding the Leader in You!

Qualities and Styles of Leadership.

BETTY FORD CENTER, Beverly Hills, CA. Presenter: Steven D Unruh MDiv.,MFT May , 2016
President of LA Chapt. CAMFT - Randi Gottlieb and Steven D Unruh, LMFT

I. Welcome- and intro. to the Leadership Series.

- Why are you here? What brought you here today?
- What do you hope to get out of our time today? I'll write on the blank sheet on stage.

Our Goal:

To create a learning environment which allows exploration for discovering our strengths and gifts as it pertains to developing our leadership style and empowering others to growth and change.

To be fair, all of today, is about defining Leadership- Authentic Leadership. ..What is that? ...How is that different from the way we viewed people in leadership roles?

-In a few minutes, we will ask you to think about leaders you have known, who have impacted your life.

WHAT YOU CAN EXPECT TO ACCOMPLISH TODAY.

- * We will use didactic and experiential exercises today to broaden our self-awareness.
- * We wish to show how combining our passions and strengths leads to authentic leadership.
- * We wish to help you implement an action plan for developing your skills as a leader in our chapter.

II. Lets first look at leadership styles.

Leadership is an extremely broad subject. It encompasses so many images for us. Sometimes it conjures up positive images or negative images, depending upon our history. We often think of leadership in relationship to personality- someone who's dynamic, maybe even aggressive. Or someone who is very inspirational- motivational. Certainly leadership does involve influencing people. It is about disseminating instruction and insight towards a common goal. Each person does have their own style and their own personal motivation for bringing people towards a common goal. Certainly there are innumerable styles of leading, whether that is back stage or center stage.

- Influencing people
- teaching, instructing.
- Having a common purpose -vision.

You could be a leader that is more of a - Visionary an Innovator, but you hate details and answering emails. People want to get behind you because they believe in your cause, your dream- in YOU !

III. Leaders you have known.

Each of us have an idea of leadership and we know people who are leaders. Lance Armstrong was a leader. For years he won numerous cycling awards, and eventually – world fame. He captivated the world. Yet all along the way , he vigorously criticized those who questioned him and doubted his honesty. In January 2013 he admitted that for 20 years he had been cheating. Essentially for two decades he lied to his family his friends and his followers. We have all looked at leaders and watched

them rise to greatness, and we've seen a few fall from grace. Maybe someone that you personally knew, lost your trust and respect. That is devastating . They may have fallen from your favor .

Why is that ? They're are probably a number of reasons. One of them is when an individual lacks authenticity = when they're not honest with themselves , they surround themselves with only those who tell them what they want to hear. * As Bill George says, They have lost sight of their 'True North'.

Surrounding oneself with only those who accept everything you say, is not living Authentically. An` In-authentic` leader puts people around them who only believe in them and trust everything they say. They're not accountable to anyone.

I would like you to think of leaders in your life leaders that you know and respect. People with whom you see as a leader and who has had a positive impact on your life. In what ways do you want to emulate them? So, thinking of people / leaders in your life, past or present,

~ Name five or six people, past or present, who have had a positive impact on our life, that you see as an Authentic Leaders? _____

~ Take One of them, why do think of them as a Leader? _____

~ What is it about them that you see as Authentic? _____

~ Similar to them, which characteristics do YOU feel that you too may possess? _____

Stop here and discuss openly... then go to the next set of questions.

~ Now, think of a leader that you did Not view as Authentic, one you may have less respect towards and why? _____

IV. Self-Awareness: Your Story.

What comes to mind when you think of self-awareness ..what adjectives... what phrases do you think of when you think of someone who is self-aware?

David Geren, counselor to four US presidents says that, "when you're in trouble and all your defenses get stripped away, you realize what matters and who matters. That's when you need to get back to your roots into your values."

Our life story as Bill George says, it is the foundation for our leadership. Understanding our story and it's impact in our lives- positive and negative gives us the foundation for our values and our principles. In many ways it gives us the foundation for understanding our motivations behind wanting to lead.

--There is an ancient proverb which says , 'Without a vision the people perish'. I think that's so true on a personal level and even professional level. If we don't have a vision for our lives we tend to die inside. Having a vision for our future- having a vision of what we want to accomplish- of what we want to become, instills within us the desire to move on.. to move ahead.. even in the face of great disappointment.

One of the most powerful tools for becoming a leader is our self-awareness.

It is in this process of self-awareness that we need to look closely at our life story our narrative. It doesn't mean that these events have defined us , nor continue to have the power over us they once had, yet they have impacted us , possibly in a profound way. Over the past 10 years, a study was done , where 125 corporate executives were given questions and a face to face interview, related to how they

become successful. Over 90 % said what affected them the most in this interview was examining their narrative. Right now we are going to have a chance to create our life – line. Not a flat line, but a Life Line which shows some of the main events – good and bad in our life.

~ Here is what it looks like/My life line- purpose. ~ As I look at what happened to me as a kid, with my brother.... (story). I have become a peace maker.

Seeing a crucible as an opportunity for new life- NEW INSIGHT.

Now, look at your life line- the story you created. Take one of those crucibles, and think about the possibility that you might have developed a strength from that loss, that disappointment.

*Not that good comes from abuse or exploitation. Instead, is it possible that out of a difficult season in your life, a painful season, that you took it and created a new strength? Is it possible, that you didn't even notice that a great talent, a new insight or strength came from that crucible ?

An event that has become a source of Empowerment....

Knowing what you know about yourself today, how can you take this crucible and make it a strength?

~ Circle three of the most positive events and three of the most painful events from your life line.

~ Take one of those events in your story that was a 'crucible', devastating, and ask yourself, if you can see a strength that has come from that event?

(a). the event: _____ . The strength: _____

~ Take an event that was a positive, empowering and tell us what you gained by that event.

(b).The event: _____ . The strength: _____

Our story is our foundation to our Vision - our goals in life. Becoming a leader is developed through genuine self- awareness where we recognize our strengths and gifts. Often times we miss what we actually possess maybe because of our own blinders.. ..Things people said to us early in our life. I have a friend who actually cannot run. She literally cannot run. She's in great shape, she lives weights but she was told that she would fall down if she ran. As an adult to this day and a professional person, she can't run. All of her scans, tests, show it does become a physical reality, but has no physiological origin. If She runs she becomes dizzy and falls. Her early messages have limited her , but not defined her.

~ As I look at what happened to me as a kid, with my brother.... (story). I have become a peace maker.

Looking then at your strengths..., maybe you are a detailed person. That's a gift, you don't let things fall through the crack. You notice things that others might not notice. Maybe as a peacemaker you notice someone who's unhappy, or you've noticed that someone has not been around for a while. So, you reach out - you connect and you investigate- because you care. Or maybe you're extremely opinionated, you've strong ideas and your voice them , but you are also learning to listen. You encourage others to speak up, and have a Voice when they don't think their voice matters !

In your Power, you Empower Others.

Another characteristic concerning self-awareness -- is understanding your motivations.

There are Internal and External motivations. External can be, seeking prestige , status, financial wealth, Influence and power. Internal can be a sense of justice, a sense of accomplishment, a sense of pride in what you've accomplished, personal development and growth , along with love and affection.

~ What are some of my External motivators' ? _____

~ What are some of my Internal motivators'? _____

Motivations are complex. These does not need to be any judgment here, but instead an honest evaluation as to whether ones motivations are " out of balance".

~ Can these various motivations ` complement ' one another? Does one area need more weight?

The goal here is not to take away the love for attention or money or power. It is not in any way to diminish those desires- but it is to recognize what does motivate us, so we can find a balance between an internal and external motivations. Hopefully, that we would want to use that power and influence not just for ourselves and our families, but for empowering others. So that they too could see their gifts and greatness, for leading others and fulfilling their own vision.

Strengths can be different than passions. Warren Batty has been interviewed many times. Every time, he is clear about his passion, his vison for himself. He loves to teach . He loves to invest, and teach people about money and how to invest. To one's surprise, his passion has not been to get rich. Authentic Leadership is developed through life's Crucibles. It is less about personality , more about how we have used our story, the events of our life, and made sense of them. Certainly, some events still do not compute... do not seem to "fit in" to the picture we have of ourselves. – My story/ NPA/Philippines.

Bill George in his book- True North, states- ' You will Lead – find emotional success when you combine your highest motivations with your highest strengths. It is there where you will be most effective. ' Some call this your* SWEET SPOT. ... I NEVER REALLY UNDERSTOOD THIS, till I red his book. When we align our passions with our gifts, we ignite.

~ Take a moment and reflect on what you are passionate about. What brings you joy?

-- counseling, speaking, painting , writing, investing, designing, exercise, teaching, researching,....
--- seeing people heal, seeing the money come rolling in, being healthy, seeing your kids get jobs....

~ First, write down there things about yourself that you are very proud of: _____,
_____.

~ Next, write down three things you feel passionate about: _____,
_____.

Now, bring together one or two of your strengths, and align them with your passions. _____

~ Is there an area of your life that reflects both of those arenas? What ONE activity which combines both your strengths and passion? (even if you are Not currently doing this, but desire to Fulfill this goal – what would that look like)? _____

Often, we falsely compare ourselves to others who we see as successful. We imagine that we could never do what they do, or achieve what they are working towards. True, they may have certain gifts that we do not possess (Brain surgery while doing Sudoku), but that should not diminish our sense of self. Maybe there are opportunities that we have let pass by, opportunities that we've not pursued.

~ Think of a time where you stepped UP , you stepped Out, and took a leadership role. What happened?

~ What did you specifically LEARN about yourself because of that intentional action? ____ _____

-- story/ Oakland, my dad believed in me.

~ What might be a challenge or risk in your life that you're avoiding? _____

~ What specifics fears might be holding you back from taking this challenge on? _____

(fear for failure ? being noticed? Making a mistake? Public criticism ? self- criticism?)

Finding our SWEET SPOT means combining our strengths with our passion in order to change our world, fulfill our dreams and bring others along into discovering their greatness.

Becoming an Authentic Leader means understanding our Narrative and how it fits into our life today. This Journey of greater Self-Awareness , leads to our empowerment and empowering others.

V. Action Plan:

~ Individual expression- then out loud in the group.

~ As I think of my involvement in this chapter, where do I see this concept of Authentic Leadership apply? Meaning, taking my gifts and my passion, where can I apply myself? _____

(... A specific committee, writing, technology, a desire to see a particular issue brought to light?)

~ What do I need to do this week, to begin this intentional act of leading? _____

~ What do I need to do as follow- up, in the next 2 weeks? _____

~ The next month? _____

~ WHO will I be accountable to, to keep me in check, and on `course'? _____

~ List two things that you will need to see "occur – completed", in order to know that you're on track?

