



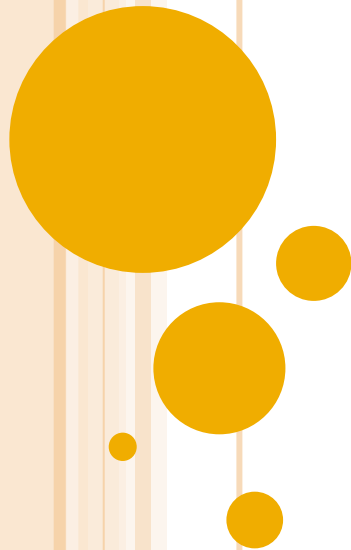
THE AWAKEN GROUP

defying gravity

Bringing the heart back into leadership: Improving your impact as a leader

June 17, 2010

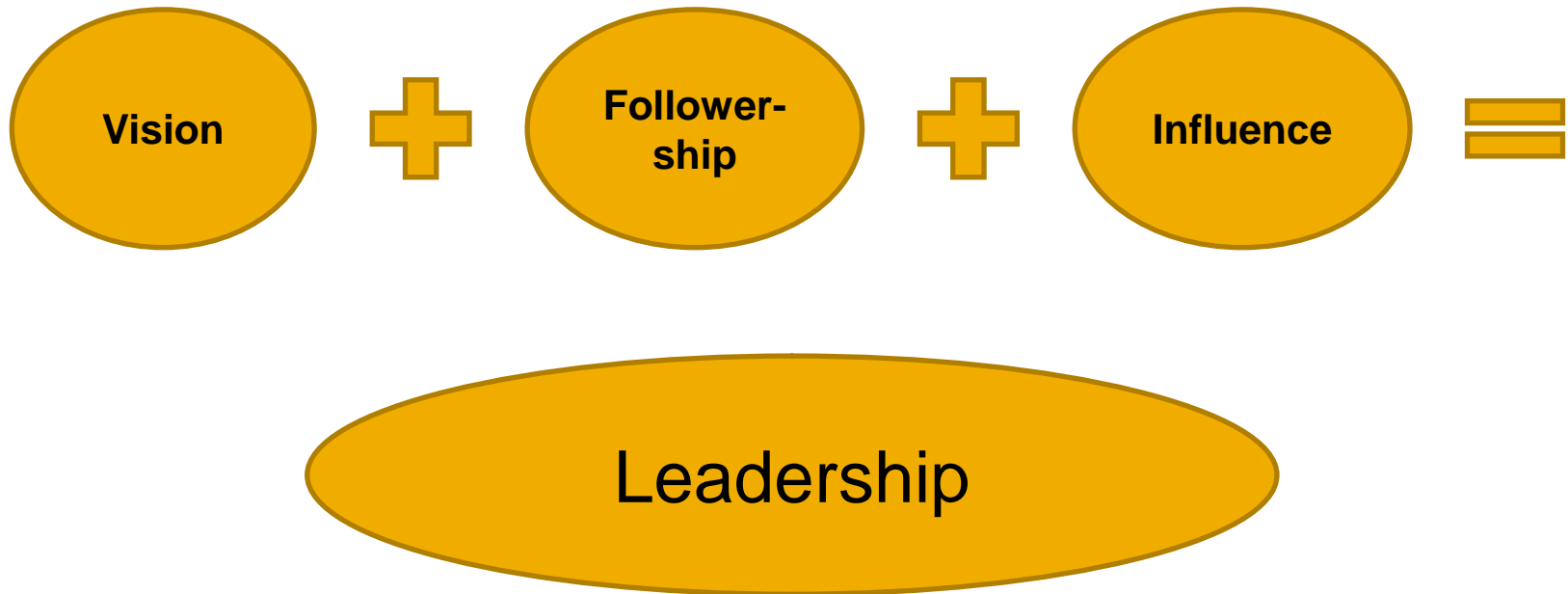
Webinar #1



OBJECTIVES

- Increase your influence to broaden your leadership impact
- Explore the power in developing a leadership compass
- Focus on the heart as a leadership tool
- Share Head, Heart and Hands Leadership Framework
- Have fun!

WHAT IS LEADERSHIP?



What are the conscious choices you make in how you influence your followers to accomplish vision?

WHAT IS THE COMPASS THAT DRIVES YOU'RE YOUR LEADERSHIP INFLUENCE?



WHAT INFORMS YOUR LEADERSHIP COMPASS?

Research with our clients reveals:

External:

- Bottom Line
- Legacy for the Leader
- Power and influence
- Pleasing top executives

Internal:

- Care for people
- Passion
- Knowledge

1. What motivates your decisions?
2. What are the tensions between external and internal motivators?
3. What is your impact - intended *and* unintended?

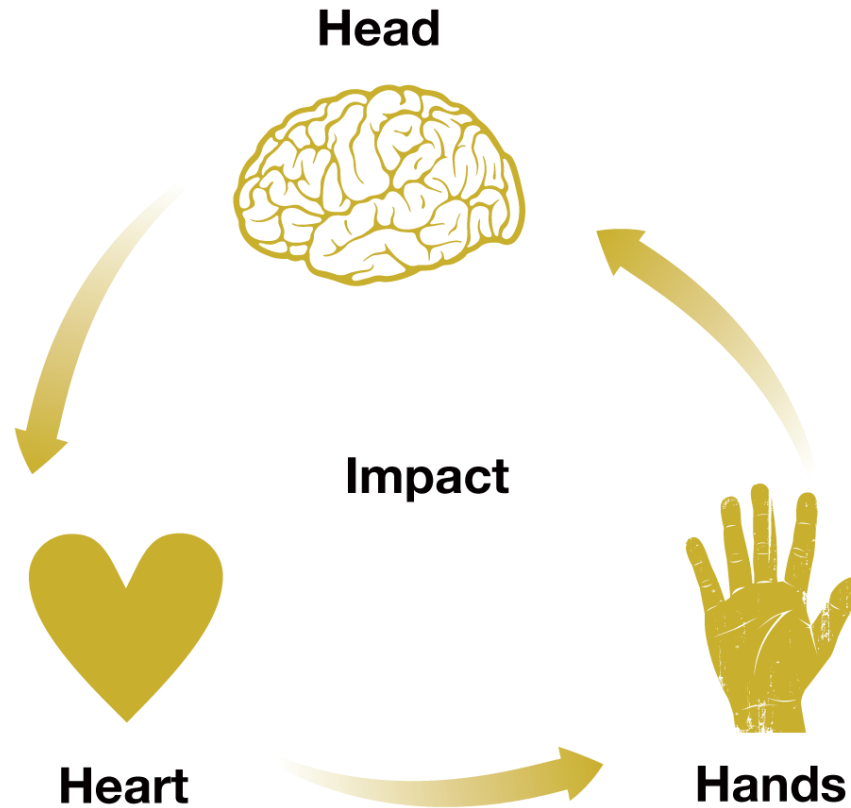
WHAT ARE SOME OBSERVATIONS?

- Leadership compass motivators are often external
- Leaders believe they are more 'self aware' than their team members
- Leaders operate from a default leadership stance v. internal compass
- Leaders believe their internal compass is for 'other' aspects of life
- Gaps remain between intended and unintended impact

HOW CAN YOU EXPAND YOUR LEADERSHIP INFLUENCE?

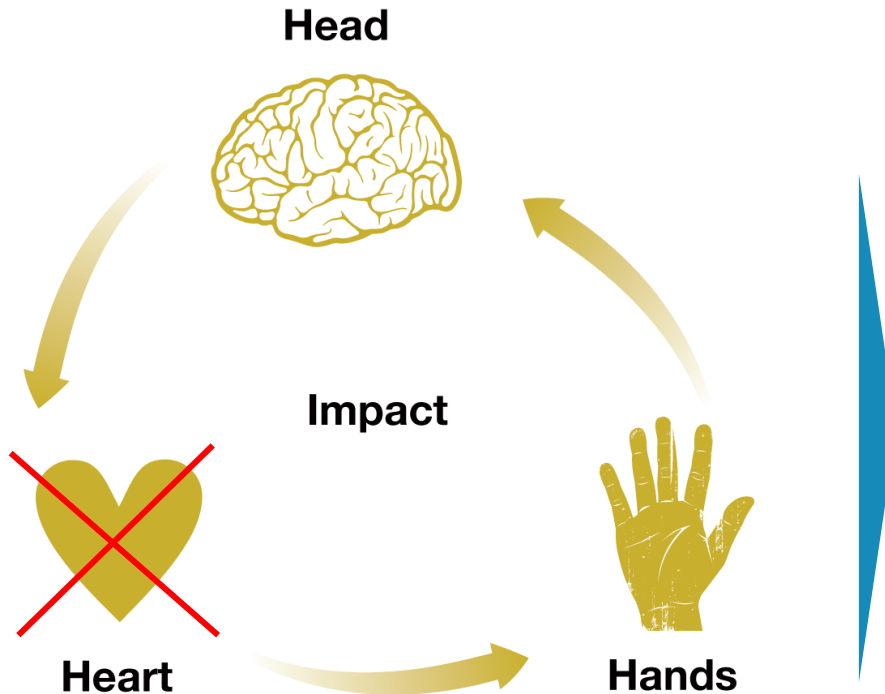


HEAD, HEART AND HANDS LEADERSHIP



What comes up for you when you see these 3 words?

WHEN THE HEART IS NOT INTEGRATED



- What are some examples of organizations where the heart was not integrated?



- What do organizations look like when the heart is missing?
- What is the impact to organizations? To the world?

EXERCISE: INVEST IN NEW PROPERTY DEVELOPMENT



Head

- Objective to increase profits and invest; required to demolish building and remove existing tenants; this has to be done within 60 days



Hands

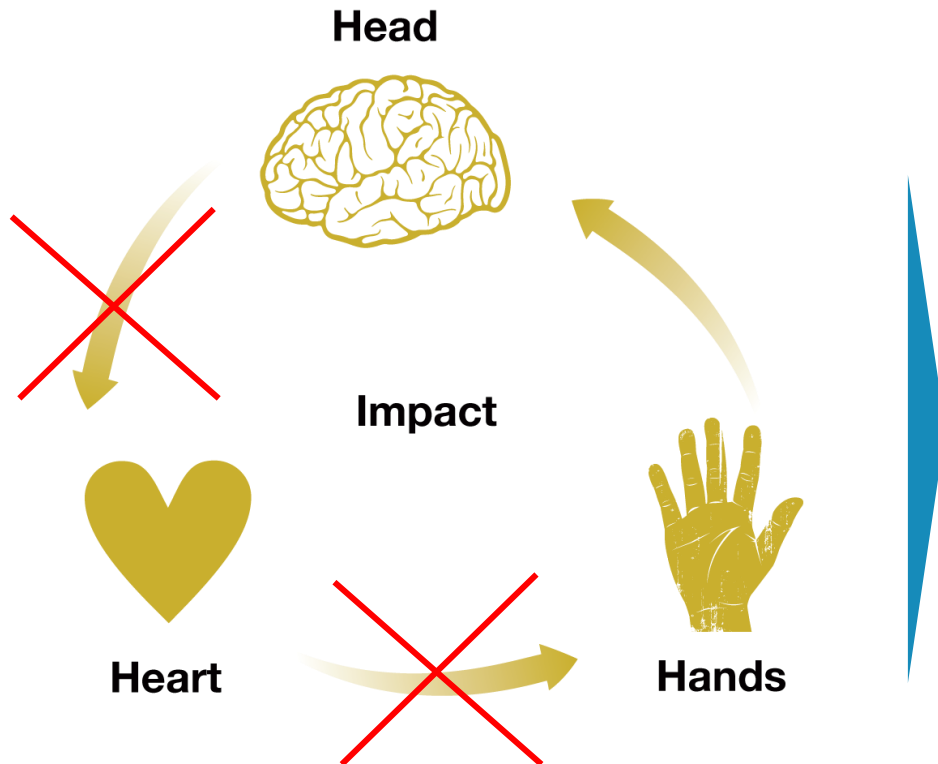
- Demolish and move people out of their homes



Heart

- What do you care about?

WHEN THE HEART IS NOT INTEGRATED

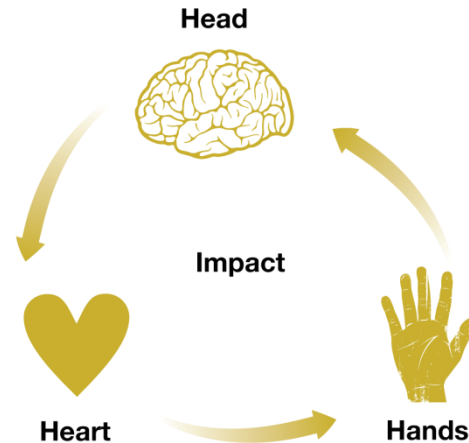


- What are some examples of when your heart is not integrated?
- What are examples when it is integrated?
- What is the impact that it has on those around you?
- What holds you back from integrating it?

WHAT IS THE VALUE OF INTEGRATING YOUR HEART?

Personal

- You can be yourself
- Greater personal fulfillment
- Better relationships



Organizational

- Increased employee motivation
- Trust-based relationships with clients
- Higher productivity

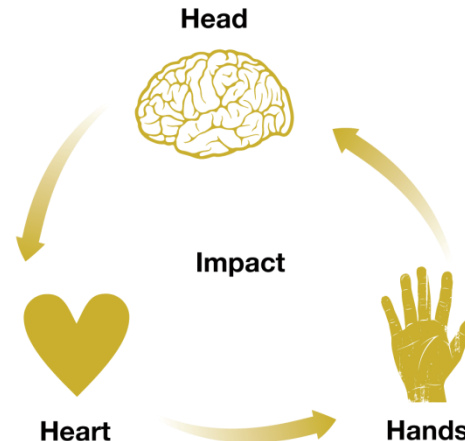
WHAT BLOCKS YOU FROM INTEGRATING YOUR HEART

Personal

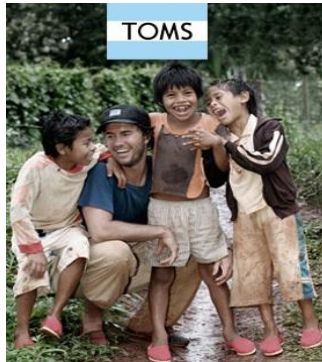
- “Afraid of being seen as too touchy-feely”
- “Takes too much time”
- “Can’t they just get what I’m saying”

Organizational

- “Our culture doesn’t care about this”
- “We are focused on bottom-line results, not on this soft stuff”
- “Can’t see the direct impact of this”



WHO DO YOU KNOW THAT INTEGRATES THEIR HEART?



- Who is a role model for you?
- What is the impact they have on you?
 - Inspirational
 - More productive
 - Loyal
 - Committed
 - Empowered
 - Excited
 - ...

#1 Best Company to Work For in 2010: CEO Dr. Goodnight, shown here with employees at SAS's headquarters – culture based on “trust between our employees and the company”

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KEY QUESTIONS AROUND YOUR LEADERSHIP COMPASS

- What do you want your leadership compass to be?
- What informs your compass?
- What impact does your heart have on your leadership?
- What impact do you want your inner compass to have on yourself? colleagues and the world?

HOW TO DEFINE YOUR LEADERSHIP COMPASS?

- Dream: Have clear vision around who you want to be
 - What is your desired leadership impact?
 - Who do you want to be as a leader?
 - How do you want to bring your heart back into how you lead?
- Discover: Conduct honest assessment of where you are today
 - What informs your leadership impact?
 - What parts of yourself do you leave behind as a leader?
 - What do you make up about bringing your heart to your leadership?
 - What are your self limiting beliefs?
- Design: Opportunities to own your impact
- Create: Your leadership impact statement

HOW TO GET STARTED?

- What drives your leadership?
- What is your leadership default?
- Explore: 1:1 coaching

- What is your leadership legacy?
- What is your leadership impact?
- Explore: Holistic assessment

- What if I fail?
- What are the tangible results?
- Explore: Granting yourself permission

Q& A

NEXT STEPS



NEXT IN OUR WEBINAR SERIES: Applying the framework to global leadership

- “Human” Leadership: How to create and lead a “human” organization
 - **July 15, 2010, 5 PM PST, 8 AM Singapore**
- “Creative” Leadership: How to design and lead a “creative” organization
 - **August 26, 2010, 5 PM PST, 8 AM Singapore**
- “Adaptive” Leadership: How can you be more culturally adaptable
 - **September 16, 2010, 5 PM PST, 8 AM Singapore**
- For more details please visit www.theawakengroup.com or contact: Shauna Barnes, +1-626-744-0417, sbarnes@theawakengroup.com