

Developing the Mindset to Lead Authentically

How to *elevate* your *effectiveness* as a leader
Unblock barriers that limit your voice
Embrace the ability to *lead* and *speak* from your heart

**Presented at ASBO International
on October 26, 2019
at 2:45 – 4:45 pm**

So You're a Leader...which means:

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**“Leadership experience? I have
13 people following me on Twitter!”**

So You're a Leader...which means:

Leadership (Human Terms)

- The action of leading a group of people or an organization
- The state or position of being a leader
- The art of motivating a group of people to act towards achieving a common goal. ... He or she is the person in the group that possesses the combination of personality and **leadership** skills that makes others want to follow his or her direction

Pack Leader (Energetic/ Authentic Terms)



Introductions



Lori Hanson

- CEO: Lori Hanson International
- Keynote Speaker
- Performance Coach
- Award-Winning Author (5 books)



Susan Harkin, CSBO, SFO

- Chief Operating Officer: Community Unit School District 300





A Personal Journey

To find my voice and create my legacy



"I've decided to give leading by example a try on Mondays and Wednesdays. Keep in mind on Tuesdays, Thursdays, and Fridays, I'll still be using fear and intimidation."

Where are you today?

- How are you perceived by others?
- What unsolicited feedback do you receive
- Why do you want to be a leader?
- Do you *serve* or **CONTROL**?
- Where do you *want* to grow?
- Where do you know you *need* to grow?
- What do you rock, and where do you roll (fall over)?
- Who do you want to inspire?
- What would you love your tombstone to say?

Where do you want to *grow*?

Setting the Foundation

For *Authentic* Leadership

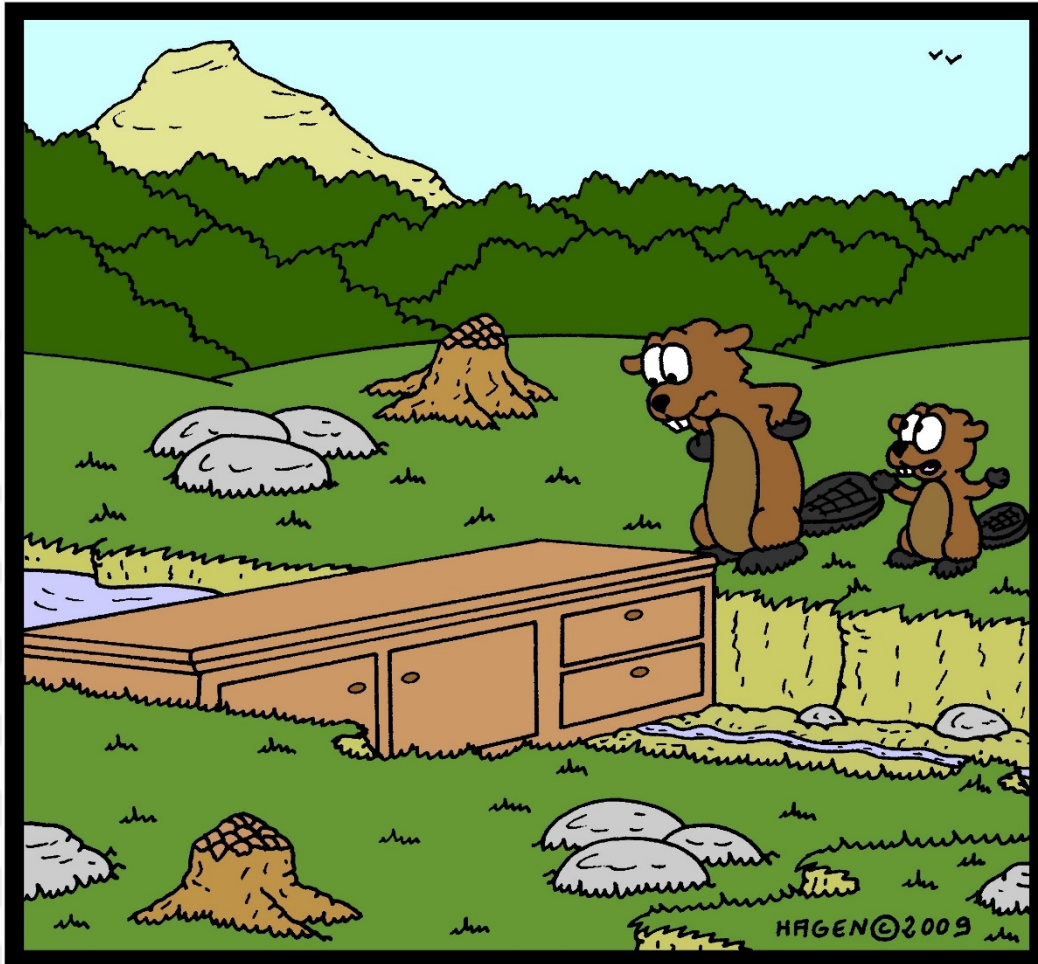
Step 1: Identifying Barriers / Creating Clarity



7 Areas of life that when we integrate create *FLOW*

Understanding YOU...

Creating Clarity for what you REALLY want



Sorry Dad, but my true passion
is for making furnitures, not dams...

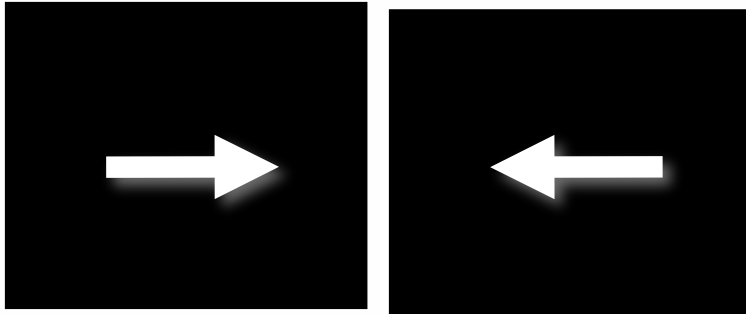
- What do you want to accomplish as a leader that you haven't already done?
- What is stopping you?

The Life Purpose Exercise

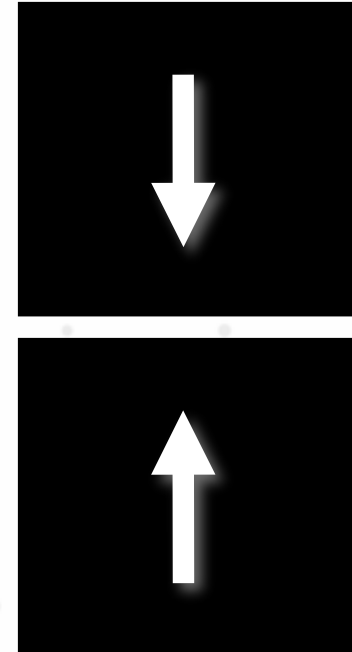
1. List two of your unique personal qualities, such as enthusiasm and creativity
2. List one or two ways you most enjoy expressing those qualities when interacting with others (support and inspire)
3. Describe the world as you would like to see it if it were perfect right now.
How is everyone interacting with everyone else?
What does it feel like? Remember, a perfect world is a fun place to be!
4. Combine these three statements into a single statement.

Sample: My purpose is using my passion and humor to entertain and inspire others to laugh more love more, believe in their dreams and live a MAGNIFICENT life!

**Find a partner
and sit facing them**



or



**Raise your hand if you do
not have a partner**

**Decide who is Partner A
and who is Partner B**

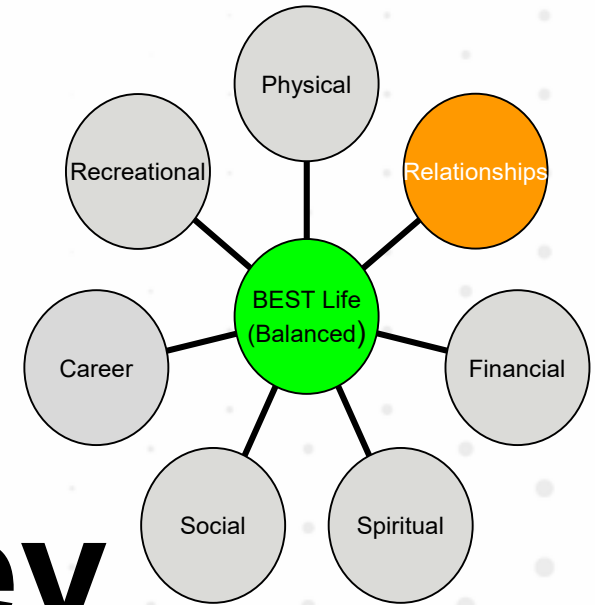
**When I raise my hand
Raise your hand, focus up front
and stop talking**



Did anything *surprise* you?

A Personal Journey

My first big “AHA” moment



Being Authentic = 100% Ownership

- Take 100% Responsibility for your life
- What does that mean?

- ✓ NO blaming
- ✓ NO complaining
- ✓ NO defending
- ✓ No

I have a

I have a DREAM!!!

@#\$%!

- which you messed up (compassion)
- when you were wrong (EGO)
- which you reacted vs. responding (humility)

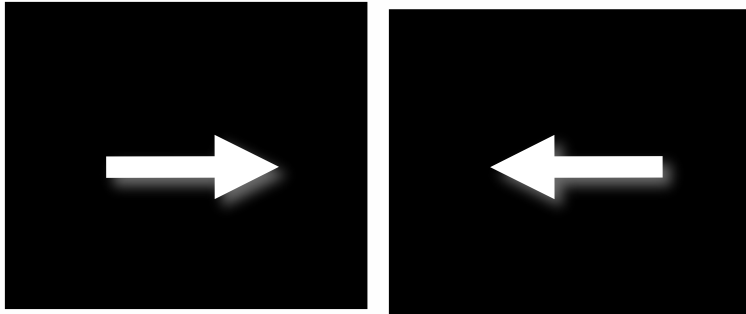
Setting the Foundation

For *Authentic* Leadership

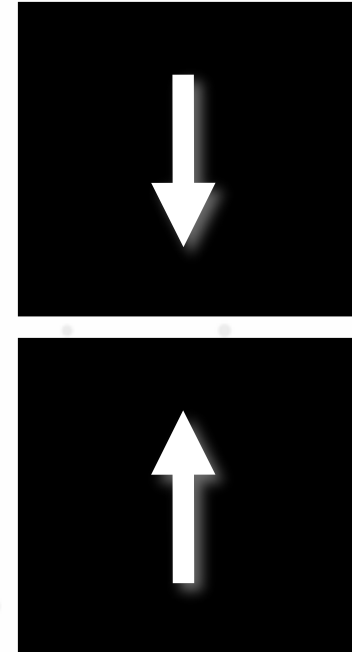
Step 2: Being authentic is a choice

Have to
or...
Choose to?

**Find a partner
and sit facing them**



or



**Raise your hand if you do
not have a partner**

**Decide who is Partner A
and who is Partner B**

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A Personal Journey

Growth is **Visible**—Putting it all together!

Setting the Foundation

For *Authentic* Leadership

Step 3: Tips and Techniques

How you can move to the NEXT Level and Lead *Authentically*

Why Mindset Matters



- You get (achieve) what you focus on—period
- What does that mean?
- RTA – write this down!
- Basketball
 - 30 days of free throws
- Grounding yourself daily
 - Plan before bed—why??
 - Gratitude (energy)
 - Visualize (see and feel...now)

Gratitude



Heart Talks

BEING Authentic

Heart Talks



1. Only the person with the heart talks.
2. Pass the heart gently to the left.
3. You may choose to "pass".
4. Talk only about how you feel.
5. Listen without judgment, advice or criticism.
6. You keep the information confidential. Never use what is said as a weapon; no teasing or gossiping.
7. You don't leave the talk until it's declared complete.
8. Be considerate of how long you talk.

What Just Happened?

- What will you do tomorrow as a result of attending today?
- What did you discover about yourself?
- How can you BE more authentic
- When does your EGO fight to be right (or to win)?
- What was your biggest AHA! moment?
- What was the most powerful nugget for YOU?

ANYTHING IS POSSIBLE
There are **NO** limits

Presenters:

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 - *Founder and CEO of Lori Hanson International*
 - Inquiries@LoriHansonIntl.com
- **Susan Harkin, CSBO, SFO, COO**
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