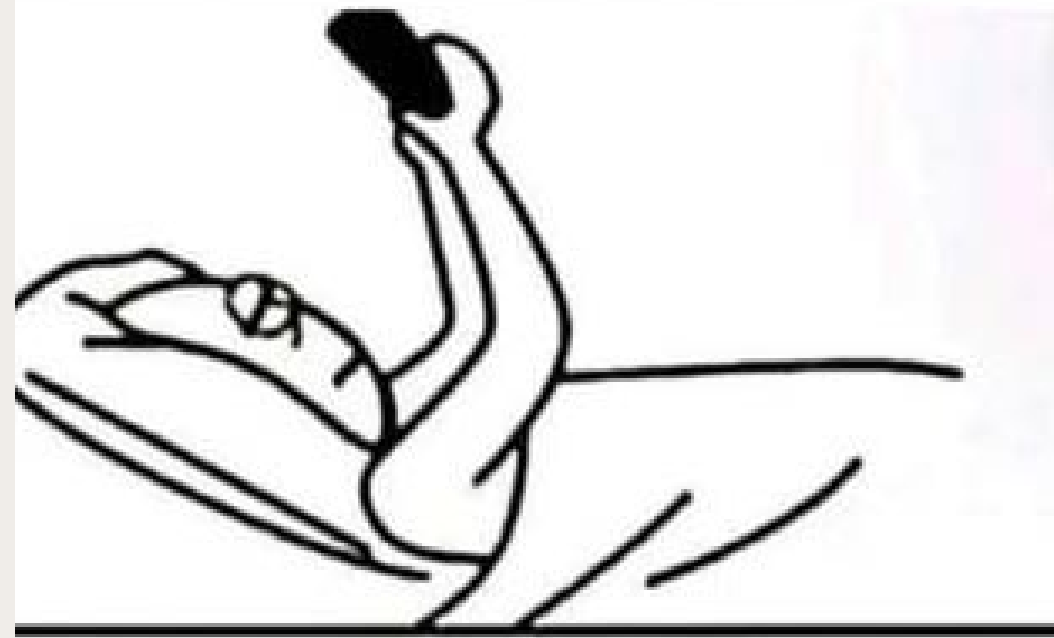




Three Myths of Leadership: What Holds Us Back & How to Move Forward

Presented by Sarah Ciavarri

When this happens it's time to go to sleep.



Is this ever you?



Leadership Now:

According to Accenture's Global Disruption Index, disruption grew by 4% from 2011-2016.

In your estimate,
**what was the growth between
2017 and 2022?**



Leadership Now:

200%
more disrupted



What leadership used to be:

- Command and Control
- Top Down
- Happened in a more predictable environment
- Business cycles were longer
- Got ahead by being loyal to the company



Leadership Now:

- Employees have more diverse views and behaviors; 5 generations in the workforce
- Trust isn't automatically given, it needs to be earned
- Collaboration is more highly valued
- Uncertainty, instability, volatility have increased



Uncertainty is the New Normal

68% of leaders report
reinvention happening by design
or disaster (Zhexembayeva,
2022)



Leadership Now:

According to the World Health Association

Stress is the health epidemic of the 21st
century. Stress costs businesses
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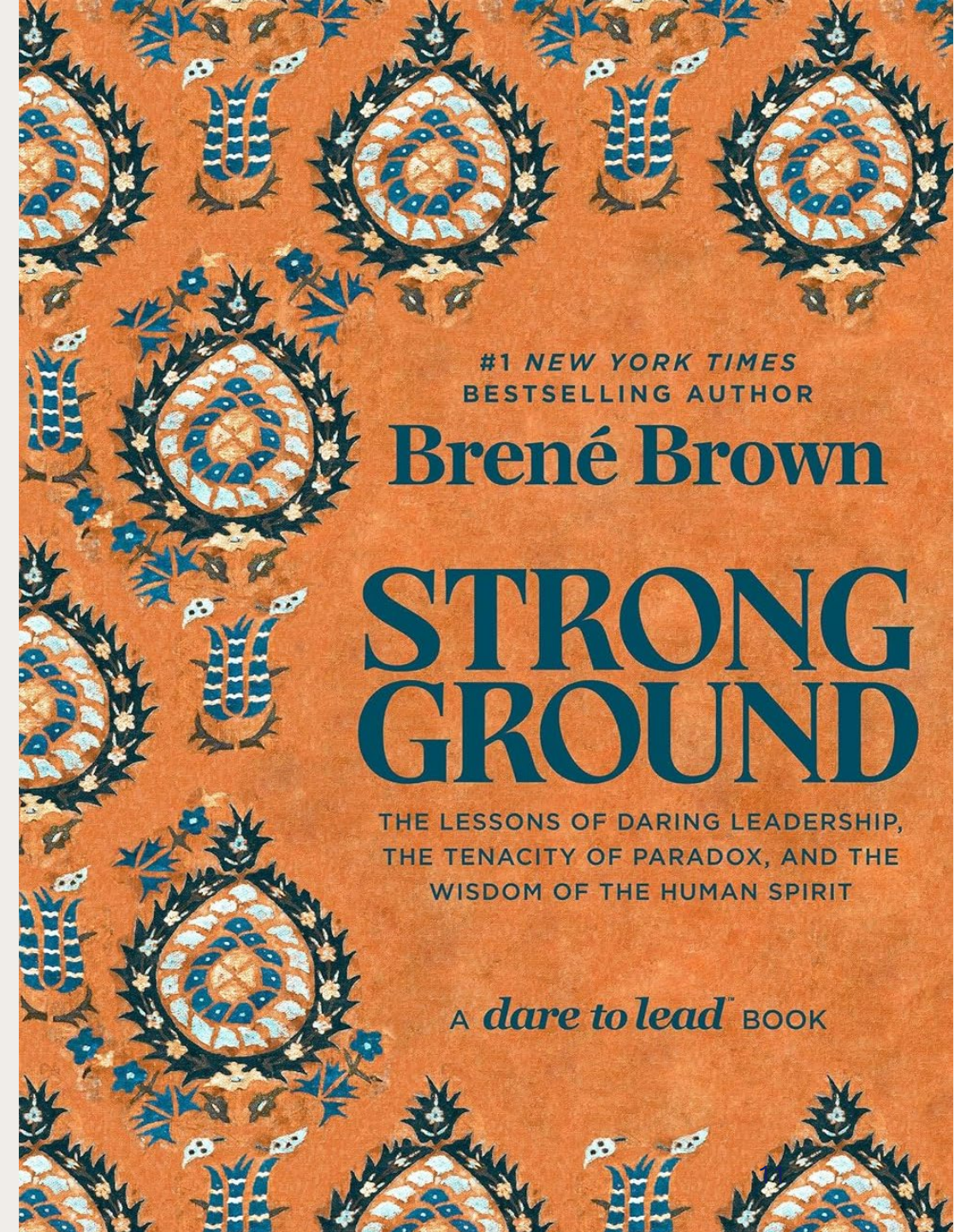
Every Year



Leadership Now:

Burnout is now the #1 reason high performers are quitting—not pay, not culture, not management. (Talker Research, 2025)

“Collectively, I’d say we feel disconnected, distrustful, and emotionally dysregulated. By “emotionally dysregulated,” I mean overwhelmed by big feelings that are hard to name and contain and can drive behaviors and thinking that are not always aligned with who we want to be.”





Leadership Myths

Myth #1: Leadership is about having all the answers.

Myth #2: Leadership is built on authority, not trust.

Myth #3: The person in the biggest chair can fix my organization.

What else would you add?

Leadership is about empowering other people as a result of your presence – and making sure that impact continues into your absence.

- Dr. Frances Frei and Anne Morriss, Authors of *Unleashed*

Great leaders. . . Are able to inspire people to act. Those who are able to inspire give people a sense of purpose, belonging. . . Are able to create a following of people who act not because they were swayed, but because they were inspired.

- Simon Sinek, Author of *Start with Why*



Micro-Practices

Pause & Ask
Trust Deposits
Shared Ownership



Micro-Practices

Sing

5 Senses Exercise

Catch It to Switch It

You are my sunshine,
My only sunshine.
You make me happy
When skies are gray
You'll never know dear,
How much I love you.
Please don't take
My sunshine away.



Sarah Ciavarri

www.sarahciavarri.com

Sarah.Ciavarri@gmail.com



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Trust & Inspire, Stephen M. R. Covey

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