

Conscious Leadership: A Strategy for Nurturing Culture and Engagement

Five Basic Culture Influencers

1. Core Values

Our values define who we are and what's most important to us.

2. Norms

Norms include the conscious and habitual ways that we do things.

3. Language

Language includes key words, jargon, symbols, and messaging.

4. Stories

What are people talking about? What are the stories that being shared inside and outside the organization?

5. Traditions

These are the practices that have sustained through time.

Culture and Engagement

Engagement is an emotional state. It is defined as the level of emotional connection that individuals have with the organization and its mission, their co-workers and customers, feeling that their work is meaningful and makes a difference, they feel valued, and are stimulated to learn and grow. These are engagement drivers.

Engagement soars in organizations with healthy cultures. Culture is the energetic environment that gets co-created based on how people "show up" with each other and where they give their attention.



Conscious Leadership

Leadership is different than management. Management is about control. We manage time and schedules, budgets, process for compliance or to standards. We manage tasks. Leadership is about influence. We lead cooperation, understanding, trust, culture, engagement, and satisfaction. We lead people.

Conscious leaders are effective leaders of self. Learning more about yourself will allow you to lead in any situation with greater confidence toward better results. Making healthy choices about how you respond has incredible power to influence the people around you.



Conscious Leadership

At any given moment, pause and ask yourself...

Where am I?

Open. Curious.

Accountable. Committed to learning. Own it. See it. Solve it. Make productive choices. Seek feedback.

Find better ways.

Above the Line

Below the Line

Closed. Defensive. Victim.

Committed to being right.

Deny and ignore. See problems. Give excuses. Blame.

Tools for Living Above the Line

The ABC's of Personal Power

Activating Event

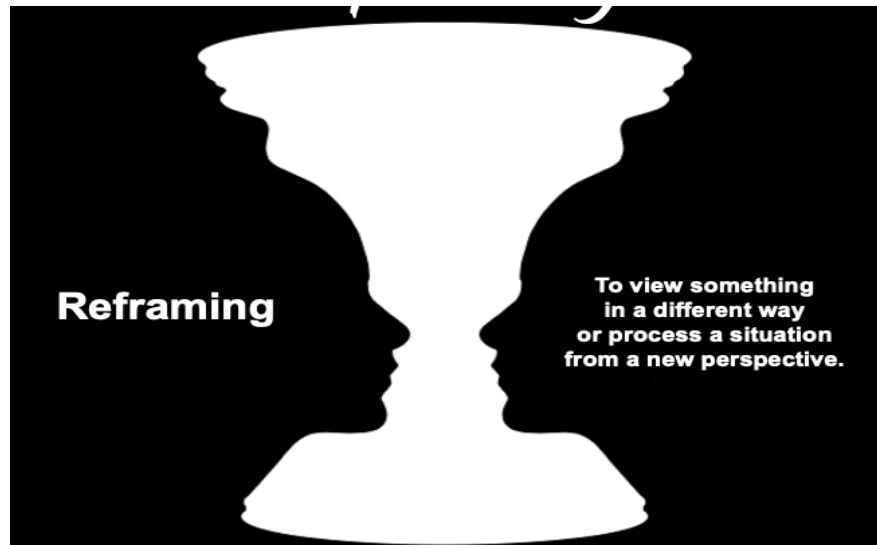
Any experience or situation.

Belief

Your self-talk and/or belief about the situation.

Consequence

Feelings and actions that result.



Breakout Groups Assignment

1. Share an **Activating Event** that tends to trigger you to go below the line.
2. What is the **self-talk** that keeps you **below the line**? What feelings and actions/behaviors result from those thoughts?
3. What is the **self-talk** that would move you **above the line**? What are other perspectives? What feelings and behaviors result from those thoughts?